

Victoire pour Nancy Olivieri

LE 26 janvier, aux petites heures, L'ACPPU a négocié une entente entre Dr^e Nancy Olivieri et l'hôpital des enfants malades de Toronto. L'entente donne raison à la chercheuse et lui permet de reprendre ses fonctions à la direction du programme d'hémoglobinopathie à l'hôpital des enfants malades et à l'hôpital de Toronto.

Selon Bill Graham, président de l'ACPPU, l'entente est intervenue principalement parce que l'ACPPU et l'University of Toronto Faculty Association ont réussi à convaincre le recteur de l'Université de Toronto, Robert Prichard, d'intercéder auprès de l'administration de l'hôpital des enfants malades pour que Dr^e Olivieri réintègre ses fonctions.

«Il a agi de la sorte après avoir constaté que Dr^e Olivieri ne pourrait de toute évidence poursuivre ses travaux, qui sont d'une importance capitale à l'échelle internationale, à moins qu'elle conserve l'entière responsabilité du programme», a déclaré Bill Graham.

L'ACPPU a invité deux spécialistes de renommée mondiale en maladies du sang, Sir David Weatherall, d'Oxford, et Dr David G. Nathan, président du Dana-Farber Cancer Institute d'Harvard, à venir à Toronto pour aider à convaincre la direction de l'Université de Toronto d'agir dans le dossier. Les Dr^s Weatherall et Nathan ont rencontré à huis clos le recteur Prichard et le doyen de la faculté de médecine.

Après avoir élaboré, non sans difficulté, les grandes lignes d'une entente, Weatherall et Nathan ont entamé une navette diplomatique entre les parties, avec l'aide de

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Mount Allison Faculty Association on Strike

MEMBERS of the Mount Allison Faculty Association (MAFA) went on strike Jan. 21, for the second time since 1992. The two-week strike in 1992 was about faculty wanting to protect sabbaticals, avoiding a salary cut, and opposing mandatory retirement.

This time, the central issue is salaries. Striking faculty members are seeking salary scale parity with other small Canadian universities. Currently, Mount Allison salaries rank 20th among 23 comparable institutions. The faculty association is looking to move into the upper half of the scale, while the employer's offer would amount to a negligible change.

"MAFA deferred salary demands in the early 1990s while the university was facing financial difficulty, but now the administration needs to make adjustment of the salary scales a priority," said George De Benedetti, President of MAFA. "In recent years the portion of the budget allocated to academic salaries has been falling while enrollment, tuition fees, and spending on physical renovations and on administration have increased."

Negotiations began in June 1998 and, after more than forty negotiating sessions, proceeded through the provincial conciliation process in December. However, that process failed to resolve salaries or a number of other issues.

"Support for the strike was very high with 85% of the bargaining unit voting to strike, and the striking members remain strongly committed even though the strike is now in its third week," said De Benedetti.



Mt. Allison faculty on the streets of Sackville

During the first two weeks, strikers were joined by colleagues from across the country, including CAUT President Bill Graham and Vice President Tom Booth, in several shows of solidarity.

At press time, New Brunswick's Minister of Labour had appointed Douglas Stanley as mediator in the dispute. He will attempt to bring the two sides together, but he has no authority to impose a settlement. ■

Part-time Sessionals Vote to Join Faculty Association at UBC

IT'S been a long time coming. But all sessional lecturers are now officially members of the UBC Faculty Association. The change in status resulted from balloting by those sessional lecturers teaching less than half time. The vote, tallied on Feb. 9, was 91% in favour.

"We are really delighted with the result, particularly with the fact that every member of the teaching faculty at UBC can now be represented by a single, united voice," said faculty association president Mary Russell. "We are eager to get to work with the new sessional faculty members to begin talks with the university on fine tuning the collective agreement."

The association had been pressing the administration on the issue of part-time sessionals especially since last spring when the collective agreement expired. "There was no excuse for excluding so many of our teaching colleagues from the agreement and from the association," said Russell. The administration spoke of "inclusion" in its vision statement, Trek 2000, and the association argued that it was hypocritical to talk inclusion while systematically excluding

large numbers of faculty members.

In early January the administration finally agreed to voluntarily recognize all sessional faculty, no matter how many classes taught, as members of the association. All that remained then was for a majority vote by sessionals in favour of joining.

The victory brings hundreds of new members into the faculty association which until the vote had about 2000 members. Changes to the collective agreement in 1994 and in 1998 brought many sessional members into the association. In 1993 the administration agreed to accept all sessionals teaching the equivalent of half time. At the time this brought the vast majority of sessionals into the agreement.

But the administration then began taking advantage of the agreement by hiring more and more part-time sessionals teaching just one class. By 1998 there were over 400 excluded sessionals compared to about 150 who were covered by the agreement. These faculty had no protection, seniority, benefits and could

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CAUT Brokers Settlement in Olivieri Case

IN the early morning of Jan. 26, CAUT brokered a settlement between Dr. Nancy Olivieri and the Hospital for Sick Children (HSC) in Toronto. The settlement vindicates Olivieri and reinstates her as head of the haemoglobinopathy program at the HSC and Toronto Hospital. (See box on page 9 for a summary of the settlement.)

"The key to reaching settlement," said CAUT President Bill Graham, "was the success of CAUT and the University of Toronto Faculty Association in convincing University of Toronto President Robert Prichard to intervene directly with HSC to reinstate Dr. Olivieri."

"He acted after it was made clear that Dr. Olivieri would be unable to carry out her internationally significant research unless she retained full responsibility for the program."

CAUT invited two of the world's experts in blood disease, Sir David Weatherall of Oxford and Dr. David Nathan, President of the Dana-Farber Cancer Institute at Harvard, to Toronto to help convince the University of Toronto to act. Drs. Weatherall and Nathan, met privately with Prichard and the dean of medicine.

After hammering out the outlines of an agreement, Weatherall and Nathan engaged in shuttle-diplomacy between the parties, assisted by Graham and CAUT's Academic Freedom and Tenure Committee Chair Pat O'Neill. Prichard took up the task of convincing the hospital authorities to sign the agreement. Also playing key roles were UTFA Grievance Vice-President Rhonda Love and UTFA counsel Evelyn Napier.

"The settlement is not the end of the affair, or even the beginning of the end," said Graham. "In the words of Winston Churchill 'it is only the end of the beginning'."

The settlement does not fully protect Dr. Olivieri's academic freedom, nor does it protect the rights and freedoms of the colleagues at HSC who stood by her throughout the ordeal. These include Dr. Peter Durie, head of cystic fibrosis research at HSC, Dr. Brenda Gallie, head of the blood and

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ON THE WEB

CAUT's annual Tax Guide will not be published in print form this year. A copy of the 1998 guide can be obtained electronically at www.caut.ca or by contacting CAUT.

LETTERS COURRIER

UCCB hiring policy not limited to deans

I was pleased to see that the December CAUT Bulletin gave coverage to the University College of Cape Breton's bizarre practice of requiring deans to provide the University President Jacquelyn Scott with undated letters of resignation as a condition of employment.

CAUT readers should be aware that this is part of a much broader pattern concerning the subversion of academic traditions and standards by the current administration of UCCB. The president maintains a similar control over faculty by exercising a veto power over the decisions of the faculty committee charged with adjudicating applications for contract renewal, tenure and promotion.

In the course of my four years at UCCB, President Scott overturned six decisions of the university-wide peer review committee concerning members of my department alone. In two cases she denied tenure to people who had

been unanimously recommended for it by the peer review committee. In four other cases she granted contract renewal or tenure to faculty who had failed to convince their peers that they had met the standards of performance laid out in the institution's by-laws.

At UCCB, if you please the administration, it doesn't necessarily matter whether you meet peer-reviewed standards of faculty performance, as the president retains the right to reverse the decisions of the committee charged with upholding these, and routinely does.

Faculty too, then, are at the mercy of the whims of the president of UCCB. Those who offend the administration and who don't have tenure risk losing their appointment, no matter how good their teaching, research and community performance. For those who have tenure, it is the chance for promotion that the president keeps in her pocket.

RUSTY BITTERMANN
Fredericton, New Brunswick

Victoire pour Nancy Olivieri

Suite de la PAGE 1

Bill Graham et du président du Comité de la liberté universitaire et de la permanence de l'emploi, Pat O'Neill. Prichard s'est occupé de persuader la direction de l'hôpital de ratifier l'entente. Rhonda Love, vice-présidente responsable des griefs de l'UFTA, et Evelyn Napier, la conseillère de l'UFTA, ont également joué un rôle de premier plan.

«L'entente ne met pas un terme à l'affaire, ni même ne constitue-t-elle le début de la fin», a mis en garde Bill Graham. «Pour reprendre les paroles de Winston Churchill, ce n'est que la fin du commencement.»

L'entente ne protège pas entièrement la liberté universitaire de D^{re} Olivieri ni ne protège les droits et les libertés de ses collègues de l'hôpital des enfants malades, qui l'ont soutenue tout au long de cette épreuve. Il s'agit du D^r Peter Durie, chef de la recherche sur la fibrose kystique à l'hôpital des enfants malades, D^{re} Brenda Gallie, chef de l'unité de recherche sur le sang et le cancer et superviseuse de recherche pour D^{re} Olivieri, et D^{re} Helen Chan, chercheuse principale dans l'unité de D^{re} Gallie. Les trois médecins ont reçu des ordonnances de non-divulgaration, tout comme D^{re} Olivieri, et tous les trois ont été victimes d'intimidation et de harcèlement à l'hôpital des enfants malades.

D'une importance historique

Pour le professeur Arthur Schafer, directeur du centre d'éthique professionnelle et appliquée à l'Université du Manitoba, l'affaire Olivieri est le plus grand scandale universitaire de notre époque.

«L'ACPPU n'avait pas défendu une affaire d'une telle ampleur et d'une telle importance historique depuis l'affaire Crowe au United College, maintenant l'Université de Winnipeg, au début des années 1950», a ajouté Bill Graham. «L'affaire Crowe portait sur la religion et l'Église. De nos jours, le problème tient de l'influence virulente qu'ont les sociétés à but lucratif sur nos institutions publiques comme les hôpitaux et les universités. Le scandale de l'hôpital des enfants malades et de l'Université de Toronto est un symptôme de la maladie qui ronge les soins de santé et le financement de la recherche au Canada», a-t-il conclu.

L'affaire Olivieri a pris de l'importance du fait que deux des maladies du sang dont elle est une spécialiste de renommée mondiale, soit la thalassémie et la sicklémié, sont les maladies déterminées par un seul gène les plus communes au monde. À l'heure actuelle, ils touchent une personne sur sept en général, en majorité originaires de la Méditerranée, de l'Asie, du Moyen-Orient, de l'Afrique et de l'Indonésie. Le programme de recherche clinique du D^{re} Olivieri est le principal maillon d'une chaîne internationale de recherche en vue d'un traitement efficace et humainement acceptable.

Pendant toute cette pénible période pour D^{re} Olivieri, l'ACPPU lui a offert un solide appui en intercéda auprès de la direction de l'hôpital des enfants malades, de l'hôpital de Toronto et de l'Université de Toronto.

L'University of Toronto Faculty Association a déposé des griefs au nom des D^{rs} Olivieri, Durie, Gallie et Chan, accusant l'université d'avoir omis de protéger leur liberté

universitaire et de les protéger contre la discrimination, le harcèlement et l'intimidation.

L'UFTA a également déposé un grief au nom de l'association, accusant l'université d'avoir violé les politiques garantissant aux professeurs certains droits et certaines libertés. Ironie du sort, l'administration de l'hôpital des enfants malades, après s'être réunie à huis clos avec ses «chefs», a limogé D^{re} Olivieri de son poste de directrice du programme d'hémoglobino-pathie le même jour, en riposte à une lettre que ses avocats avaient envoyée à l'hôpital.

La lettre faisait référence aux origines ethniques des patients suivis dans le cadre du programme du D^{re} Olivieri et précisait que leur nombre était passé de 150 à 450, alors que le soutien clinique avait diminué de 42 p. 100. La lettre demandait une aide supplémentaire pour permettre au D^{re} Olivieri de respecter les conditions de ses subventions de recherche et de continuer à superviser les soins clinique de ses patients.

D'après le procès-verbal de la réunion à l'hôpital des enfants malades, rendu public depuis, l'administration aurait trouvé odieux et inexact que l'on ait insinué dans cette lettre que l'hôpital avait fermé les yeux sur un accès différentiel aux traitements pour les enfants et leurs familles fondé sur l'origine raciale et ethnique.

Questions non réglées

En janvier, l'UFTA a prévenu l'administration de l'Université de Toronto de ne pas renouveler l'entente d'affiliation avec l'hôpital des enfants malades, qui a pris fin le 31 décembre, tant que les droits et les libertés des professeurs de cliniques ne seraient pas garantis totalement. Deux jours plus tard, l'Université a renouvelé l'entente de toute urgence pour un an sans les protections nécessaires. L'UFTA a alors aussitôt ajouté ce problème au grief déposé au nom de l'association.

Peu de temps après, l'ACPPU a pris des dispositions pour réunir à Toronto les D^{rs} Nathan et Weatherall, ainsi que le D^r John Porter, professeur de médecine au University College de Londres, et le D^r Alan Schechter de Bethesda, au Maryland, afin qu'ils prêtent main forte aux efforts visant à réintégrer D^{re} Olivieri dans ses fonctions.

À la demande de l'ACPPU, les D^{rs} Porter et Schechter ont entrepris un examen scientifique du programme clinique du D^{re} Olivieri à l'hôpital des enfants malades et à l'hôpital de Toronto tandis que les D^{rs} Nathan et Weatherall ont cherché à obtenir un règlement satisfaisant. Le rapport sur le programme clinique sera rendu public sous peu.

«En fin de compte, et c'est à son honneur, l'université a pris la bonne décision», a déclaré Bill Graham. «La direction a fait pression sur l'hôpital pour qu'elle réintègre D^{re} Olivieri dans ses fonctions à la direction du programme. Toutefois, il faudra enquêter en profondeur sur le scandale à l'hôpital des enfants malades.»

Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU étudiera la possibilité de mener une enquête indépendante à sa prochaine réunion au début de mars. ■

Traduit de l'article «CAUT Brokers Settlement in Olivieri Cases».

Power to the Provinces?

By DAVID ROBINSON

It's all eerily familiar. The secret negotiations, the public saber-rattling, and the endless trial balloons — federal and provincial negotiations over the structure of the Canadian Confederation have once again grabbed headlines. And in the process, a once obscure term — the "social union" — has emerged.

But what is meant by the "social union" and how will it affect Canada's social programs? The answer lies buried in eight pages of obscure prose that nine provinces and two territories agreed to last week.

In bureaucratic terms, the social union refers to a range of national cost-shared programs, such as health care, post-secondary education and social assistance, and the manner in which these programs are administered, funded, and delivered. The agreement constitutes a new social union, therefore ostensibly restructuring the distribution of social policy responsibilities, resources and powers between Ottawa and the provinces.

While the full meaning of the agreement is not entirely clear, we do know that it limits federal spending powers. The federal government is prevented from initiating any new social programs without the consent of six provinces. While the two levels of government will set objectives, the details will be left to the provinces.

This restriction will clearly undermine any new national social initiatives and lead to a patchwork of different programs across the country. Indeed, Ottawa's much vaunted National Child Benefit (NCB) program may provide us with a sign of things to come. Celebrated by proponents of a more "flexible" and "decentralized" approach to social policy, the NCB combined and increased the value of two existing programs: the Child Tax Benefit and the Working Income Supplement.

However, tied to the increased federal credits is another more troubling change: as the federal credit increases, provinces and territories can decrease benefits for social assistance recipients. The money saved on welfare is supposed to be "reinvested" in other programs for low-income families and children. However, in keeping with the philosophy of greater provincial flexibility, there is no common set of standards detailing where or how or even whether this reinvestment will take place.

The provinces are relatively free to decide what to do with the savings. A few may opt to provide more services, such as publicly provided and regulated child care. Others, more inclined to downsize government and shift the provision of public services to the private sector, may provide additional tax credits and encourage parents to purchase for-profit and private child care. Some provinces may just pocket the savings. No matter where or if the money is spent, the result is clear. Any hope for the creation of a common set of services, such as a national day care program, has been dashed by the NCB. New initiatives now being contemplated, such as pharama-care or home care, will face similar constraints. As well, the long-standing desire by many in the university and college community to establish common national standards for post-secondary education will run up against the same hurdle.

In fact, if the NCB model is to serve as the template for future programs, it is likely that any future increase in federal transfers for post-secondary education will be delivered with the same degree of "flexibility." Provinces would likely be given, if not demand, the right to allocate new funding in a manner they see fit. This could mean, for instance, extra funding being funneled into poorly designed student loan programs or education credits, rather than in a

direct and badly-needed reinvestment in the human and physical infrastructure of publicly-funded universities.

The only national standard enshrined by the new agreement is "mobility rights" — designed to lower "barriers" that discriminate against out-of-province residents. One such barrier, Ottawa says, is differential university and college tuition fees. While mobility rights for students are important, the problem is that these rights are the only national standard the provinces must uphold.

But without other standards, such as guarantees of accessibility and affordability, mobility rights alone will have the effect of punishing signatory provinces, like British Columbia, that choose to keep tuition fees low. Faced with having to provide access to non-residents fleeing high tuition fees at home, these provinces will be under enormous fiscal pressure to raise their fees in order to harmonize with other provinces.

While the social union talks were sold as a response to Quebec's demands for greater independence, it is clear the conservative provinces seized the agenda, using the fear of Quebec sovereignty as an excuse to wrestle control of social policy. Ironically, the premise is that Quebec should be accommodated by treating all provinces as if they were Quebec.

This strategy is deeply flawed. It provides an insufficient recognition of Quebec's distinctiveness and undermines our national social programs. It is a tired and failed formula, one that was rejected in the Charlottetown Agreement referendum.

The real objective is stripping federal powers, not achieving national unity. Why else would Mike Harris and Ralph Klein be so happy about an agreement that leaves out Quebec. ■

(David Robinson is the coordinator of CAUT's public awareness campaign.)

Bavarian Battle over Academic Freedom Draws to a Close

The story of UBC professor Patricia Marchak and her dispute with German educational authorities is now in its final chapter. The dispute began when Professor Marchak, while at the University of Augsburg as a visiting scholar, refused to sign a declaration of non-membership in some 47 proscribed political and religious organizations. Although the Bavarian government shows no sign of rescinding the declaration, opponents of this outrageous infringement on academic freedom can take some satisfaction in the fact that the University of Augsburg's administration and the Bavarian government are blaming each other for the difficulties encountered by Professor Marchak. According to the university administration, it had to comply with a state law mandating that all professors sign the declaration. The Bavarian government, in contrast, claims that Professor Marchak, as a visiting scholar, was exempt from the requirement and that the administration erred in presenting the document to her in the first place.

Pat O'Neill, chair of CAUT's Academic Freedom and Tenure Committee, says that Professor Marchak's principled stand seems to have placed some heat on the Bavarian government. "The attention this story has attracted, including from the German media, is quite remarkable. The whole affair should remind us that the hard won guarantees of academic freedom that many of us take for granted in Canada are the exception, rather than the rule."

Y2K Tax Relief

There are a number of incentives currently available to Canadian taxpayers concerning Y2K computer problems. They include the following: (1) There is a 100 per cent deduction on computer hardware and software purchased by small, unincorporated businesses between January 1998 and June 1999 which address Y2K problems. (2) This deduction includes replacement of computer chips, but is not applicable to upgrades. (3) To be eligible for such incentives, taxpayers must elect to use the accelerated capital cost allowance (cca) deduction for the cost of any Y2K solutions. To make this election, the taxpayer must attach to his/her return a letter which describes the purchased property, its cost and date of acquisition. This document also should provide a description of the equipment replaced.

Source: Robertson Hill Parker Prins, *Business Matters*, October 1998.

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FINAL CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT standing committees:

- Academic Freedom & Tenure — one vacancy;
- Collective Bargaining & Economic Benefits — one vacancy;
- Librarians — two vacancies;
- Status of Women — Person Chairing, two vacancies.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 1999.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee

between meetings (four per year) including fact-finding missions, drafting of documents, and other related duties.

Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year) including the biennial Status of Women Conference, annual *Bulletin* insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the person chairing the Status of Women committee is two years. (Nominees for the Person Chairing normally must have served at least one year on the Committee.) The term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any faculty association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4-7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: March 1, 1999
- Collective Bargaining and Economic Benefits Committee: March 1, 1999
- Librarians' Committee: March 1, 1999
- Status of Women Committee: March 1, 1999
- All other nominations: March 31, 1999 if possible



DERNIER RAPPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRESIDENTS ET DE MEMBRES DES COMITES PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit : la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU :

- un poste au Comité de la liberté universitaire et de la permanence de l'emploi;
- un poste au Comité de la négociation collective et des avantages économiques;
- deux postes au Comité des bibliothécaires; et
- deux postes au Comité du statut de la femme dont celui de la présidence.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 1999.

DESCRIPTION DES POSTES

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer

beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation du colloque biennal du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents, à la révision de documents, en répondant à des demandes de renseignement et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence du Comité du statut de la femme est de deux ans. (Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4-7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi : le 1^{er} mars 1999
- Le Comité de la négociation collective et des avantages économiques : le 1^{er} mars 1999
- Le Comité des bibliothécaires : le 1^{er} mars 1999
- Le Comité du statut de la femme : le 1^{er} mars 1999
- Toutes les autres mises en candidature : le 31 mars 1999 si possible

UBC Sessionals Vote for Unified Association

From PAGE 1

be paid whatever a department decided.

"The trend to using one-course sessionals is something that has to be reversed," said Russell. "It is completely unfair to sessional lecturers who wish to teach more and pursue a career at the university. It also undermines the integrity of the academic community. The administration, in order to save money, was creating a ghetto of low paid faculty, isolated from the rest of their colleagues."

The faculty association believes it is important to have all faculty

under one agreement because of the multiple threats faced by public universities across Canada. Severe under-funding and the trend towards so-called corporate "partnerships" threatens academic freedom and the public purpose of universities, according to Russell. A united faculty is critical in facing those threats successfully.

"Now that we have achieved coverage of all teaching faculty we can turn our energies towards the substantive issues — getting a good contract for our new members, and addressing the broader issues threatening our university," said the association's president. ■

CAUT Brokers Olivieri Settlement

From PAGE 1

cancer research unit and Dr. Olivieri's research supervisor; and Dr. Helen Chan, a senior researcher in Gallie's unit. All three had received "gag orders" along with Olivieri, and all three have been intimidated and harassed at HSC.

Academic Freedom at Stake

Professor Arthur Schafer, Director of the Centre for Professional and Applied Ethics at the University of Manitoba, has called the Olivieri case "the greatest academic scandal of our era."

"Not since the Crowe case at United College (now University of Winnipeg) in the late 1950s has CAUT dealt with a case of such magnitude and historic importance," said Graham. "The Crowe case dealt with religion and the church. In our era the problem is the corrosive effects of for-profit corporations on our public institutions, such as hospitals and universities. The scandal at HSC and U of T is a symptom of the sickness inside Canadian health care and research funding."

At the time of the scandal the university was in the process of negotiating a corporate donation of \$20- to \$30-million for a new medical building from Apotex, Inc.

Olivieri's research is of immense importance locally and internationally. The inherited blood diseases, thalassemia and sickle cell disease — the world's most common single gene disorders — affect one in seven people globally, mostly of non-European descent. Her clinical research program is the key link in the international chain of research into finding an effective and humanly acceptable treatment.

Throughout Dr. Olivieri's ordeal, CAUT provided active support — intervening with the authorities at HSC, the Toronto Hospital and the University of Toronto.

The University of Toronto Faculty Association filed grievances

on behalf of Olivieri, Durie, Gallie, and Chan, charging the university with failing to protect their academic freedom and failing to protect them from discrimination, harassment and intimidation. UTFA also filed an association grievance, charging the university with violating policies guaranteeing faculty members certain rights and freedoms. Ironically, it was on that very day that HSC, in a closed meeting of its "chiefs," fired Nancy Olivieri as director of the haemoglobinopathy program because of objections to a letter written to HSC by Olivieri's lawyers.

The letter referred to the ethnic backgrounds of the patients in Olivieri's program and stated that as the number of patients had grown from 150 to 450 the clinical support coverage had been reduced

by 42%. The letter asked for additional coverage to enable Dr. Olivieri to meet the terms of her research grants and still be able to supervise the clinical care of the patients. Minutes of the HSC meeting, since made public, say that "the implication" of the letter, i.e., that HSC "would condone differential access to treatment for children and their families at HSC based on racial and ethnic origin is both abhorrent and incorrect."

Issues Still Outstanding

In January, UTFA brought to the administration's attention that the Affiliation Agreement between HSC and U of T had expired on December 31. It warned that the agreement should not be renewed until full rights and freedoms for clinical faculty members at HSC were assured. Two days later, the university rushed through a renewal of the agreement for one year without the necessary protections. UTFA immediately added the issue to its association grievance.

Shortly afterward, CAUT arranged for the intervention of Drs. Nathan and Weatherall, as well as Dr. John Porter of University College, London and Dr. Alan Schechter of Bethesda, Maryland, to meet in Toronto to assist in the reinstatement efforts.

At CAUT's request, Drs. Porter and Schechter undertook a scientific review of Dr. Olivieri's clinical program at both HSC and Toronto Hospital while Drs. Nathan and Weatherall sought an appropriate settlement. The report of the clinical program will be forthcoming soon.

"In the end, and, to their credit, the university did the right thing," said Graham. "They weighed in against the hospital to bring about Dr. Olivieri's reinstatement as head of the program. But, the scandal at HSC remains to be thoroughly investigated."

CAUT's AF&T Committee will take up the issue of an independent inquiry in early March. ■

La recherche universitaire et les partenariats

Avant l'événement, le livre *L'argent et le savoir* de Pierrette Mulazzi avait été distribué aux participants inscrits. Ce livre constitue le rapport d'une enquête effectuée auprès de professeurs d'université, actifs en recherche, afin de connaître leur point de vue sur l'évolution des politiques en matière de recherche des organismes subventionnaires de la recherche universitaire, tant fédéraux que québécois, et leurs répercussions sur la recherche et le travail professoral. Le livre est divisé selon les grands secteurs de la recherche universitaire: recherche biomédicale; génie; sciences exactes; sciences humaines; sciences sociales, suivi d'une conclusion.

Dans son allocution d'ouverture, Guy Rocher, président d'honneur du colloque, a fait valoir que le phénomène des partenariats était là pour rester. Il a mis l'accent sur la nécessité d'un équilibre entre la recherche appliquée et la recherche fondamentale. Il a remarqué, d'une part, la multiplication des contrôles en recherche des conseils subventionnaires et des différents partenaires, et d'autre part un vide normal en ce qui a trait à la gestion de la recherche.

Dans une intervention, Mme Louise Letocha, secrétaire générale de la Commission des universités sur les programmes, s'est penchée sur la recherche en tant qu'outil de formation. D'après elle, on insiste beaucoup sur le fait que la recherche mène à l'innovation, et pas assez sur le fait que la recherche enrichit la vie intellectuelle, non seulement des professeurs-chercheurs, mais aussi et surtout des étudiants-chercheurs.

Le premier jour, le délégué de l'ACPPU a assisté à l'atelier thématique numéro deux «Le lien recherche-enseignement». Au début de cet atelier, Mme Christine Piette, professeure d'histoire à l'Université Laval, nous a présenté de façon convaincante la thèse selon laquelle l'enseignant, faisant de la recherche, est un meilleur enseignant au premier cycle. Les autres ateliers thématiques étaient: Le financement public de la recherche universitaire; L'autonomie du champ scientifique; Politiques gouvernementales et subventionnaires, gestion des fonds de recherche.

Le deuxième jour, M. Omar Aktouf, dans une présentation percutante, a exprimé l'opinion que «nous faisons de la formation pour les systèmes. Comme les systèmes ont besoin de servants et non de gens qui pensent, nous produisons des technocrates, amputés du cœur, qui devront prendre des décisions sans états d'âme». Le délégué de l'ACPPU a participé à l'atelier sectoriel numéro quatre Sciences sociales, sciences humaines et droit, est ressortie, pour plusieurs, l'importance de la recherche non sub-

ventionnée. Plusieurs participants ont mentionné la nécessité de balises pour encadrer les partenariats. En particulier, on a mentionné l'idée de brochures à distribuer aux professeurs pour les conseiller sur les partenariats. Les autres ateliers sectoriels étaient: Arts et lettres; Médecine et sciences de la santé; Sciences naturelles et génie.

Lors du dîner officiel, Mme Marie-Jules Bergeron, de la Fédération étudiante universitaire du Québec (FEUQ), a mentionné, entre autres, l'endettement de plus en plus important des étudiants aux deuxième et troisième cycles, étudiants fortement impliqués en recherche. Comme d'autres, elle a aussi insisté sur l'importance de la recherche fondamentale.

Dans sa conférence et son rapport de synthèse, Georges Leroux, professeur au département de philosophie de l'Université du Québec à Montréal, a fait ressortir les points suivants, tout en proposant un certain nombre de mandats à la FQPPU: La nécessité pour la communauté universitaire de se réapproprier la recherche. Pour lui, rien ne remplace le financement public; La nécessité d'une valorisation de la recherche et d'un dialogue avec les conseils subventionnaires et organismes fédéraux en collaboration avec les collègues du reste du Canada; Un effort de réflexion est nécessaire sur les partenariats. Il faut en faire le bilan, préciser des normes, en particulier sur la question de la propriété intellectuelle; Il faut insister sur l'autonomie des professeurs-chercheurs en particulier dans les zones de turbulences; Il faut favoriser le financement de la recherche fondamentale, en accroître la stabilité, augmenter l'aide aux étudiants-chercheurs et favoriser les retombées positives du partenariat pour les étudiants; Il faut insister sur l'importance des partenariats internationaux avec les chercheurs étrangers. M. Leroux a recommandé de mettre sur pied des groupes de travail pour pousser ces mandats.

En remerciant M. Leroux, Roch Denis, président de la FQPPU, a insisté sur l'importance du mandat que le Colloque venait de donner à la fédération et sur la nécessité pour tous de continuer à s'intéresser activement à ces questions cruciales pour les professeurs-chercheurs.

En considérant les événements du cas Olivieri à l'Université de Toronto, on peut dire que le Colloque de la FQPPU arrivait à point nommé et soulevait des problèmes extrêmement importants pour les membres du corps professoral, pour les étudiants et pour les universités. ■

Les actes du colloque seront publiés plus tard par la FQPPU.

University Dispute Resolution Preventing and Resolving Disputes in a University Setting

An advanced clinic for decision makers
June 21-25, 1999 • University of Victoria

This intensive clinic is especially designed to develop strategies for addressing key issues affecting academic and administrative decision makers: equity, power, diversity, financial stress, and change. Deans, directors, chairs, and senior administrators will gain an understanding of dispute resolution concepts and skills applicable to a university setting. They will also be invited to bring examples and scenarios from their universities for analysis.

Facilitator: Gordon Sloan, LL.B.

Resource Person: Prof. Stephen Owen, Q.C., LL.B., LL.M., MBA; Director, Institute for Dispute Resolution, University of Victoria

Fee by March 5, 1999: \$2,995; after March 5, 1999: \$3,145 (includes tuition, materials, accommodation for five nights, all meals, and refreshments at University of Victoria's executive training centre, Dunsuir Lodge. Enrollment limited).

This is a collaborative professional development project by the Institute for Dispute Resolution, the Division of Continuing Studies, and the Faculty of Law at the University of Victoria.

Contact IDR: phone (250) 721-8777 • fax (250) 721-6607
e-mail: uvicldr@uvic.ca • www.uvic.ca/artsci/resolve/



UNIVERSITY OF VICTORIA

Academic Librarians' Distinguished Service Award 1999

REQUEST FOR NOMINATIONS

The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities. Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefited academic librarians.

THE CRITERIA

Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 1999 in Ottawa. Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

NOMINATION DEADLINE

All nominations for the 1999 Academic Librarians' Distinguished Service Award must be received by February 21, 1999. Nominations should be addressed to: Chair, Librarians' Committee, c/o Lynn Braun or Bob Moore, 2675 Queensview Dr., Ottawa, ON K2B 8K2.

Prix des bibliothécaires pour

SERVICES ÉMÉRITES 1999

MISES EN CANDIDATURE :

Le prix des bibliothécaires pour services émérites de l'ACPPU a été créé dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes. Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

LES CRITÈRES DE SÉLECTION :

Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élu par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'Assemblée de novembre 1999 du Conseil de l'ACPPU. Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix, fournir deux lettres de recommandation et tout document pertinent prouvant l'apport de la personne proposée.

DATE LIMITE DES MISES EN CANDIDATURE :

Toutes les candidatures au prix des bibliothécaires pour services émérites de 1999 doivent nous parvenir avant le 21 février 1999. Prière de les adresser à la Présidente, Comité des bibliothécaires de l'ACPPU, c/o Lynn Braun ou de Bob Moore, au 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.



Canadian Association of University Teachers
Association canadienne des professeurs et professeures d'université

NEWS • ACTUALITÉS

L'Alternative budgétaire pour le gouvernement fédéral en 1999

Les membres de l'ACPPU ont été laux premières loges de la crise. D'un bout à l'autre du pays, le secteur de l'enseignement postsecondaire se débat.

Des coupes sombres dans les paiements de transfert fédéraux et des compressions provinciales ont fait grimper les frais de scolarité de 55 p. 100, en moyenne, depuis 1994. Le sous-financement a fait baisser le nombre de membres du corps enseignant des collèges et des universités et de cours offerts. En outre, moins de deniers publics ont été affectés à la recherche et les bibliothèques et laboratoires ont eu droit à moins de ressources.

Par ailleurs, à cause du budget fédéral de l'année dernière, des ressources grandement nécessaires ont été détournées au profit du Fonds de dotation des bourses d'études du millénaire et les dépenses fiscales ont augmenté. Ces initiatives ne règlent nullement le problème fondamental de la baisse de l'investissement public dans le système d'enseignement postsecondaire du Canada.

En prévision du budget fédéral de cette année, une coalition d'organismes nationaux et communautaires, à laquelle s'est jointe l'ACPPU, ont dévoilé une alternative budgétaire pour le gouvernement fédéral qui offre un ensemble radicalement différent de choix et de priorités. L'Alternative budgétaire, coordonnée par le Centre

canadien de politiques alternatives et CHOICES, une coalition pour la justice sociale, est un document exhaustif visant à apporter des solutions concrètes et crédibles aux politiques actuelles du gouvernement en matière fiscale et budgétaire.

Le clou de l'Alternative budgétaire est le projet d'éliminer le Transfert canadien en matière de santé et de programmes sociaux, un financement global qu'Ottawa octroie aux provinces au titre des soins de santé, de l'enseignement postsecondaire et de l'aide sociale. La coalition propose de le remplacer par des caisses nationales d'investissement distinctes pour les soins de santé, l'enseignement postsecondaire, le soutien du revenu, les services de garde d'enfants, le logement et le revenu de retraite.

La Caisse de l'éducation postsecondaire proposée dans l'Alternative budgétaire permettra d'accroître l'accès aux études universitaires et collégiales des étudiantes et étudiants de toutes les couches socio-économiques. La Caisse de l'éducation postsecondaire augmentera les dépenses de 1,5 milliard de dollars par rapport aux niveaux actuels, à 4 milliards de dollars en 1999 et continuera de croître les années suivantes au rythme de l'économie nationale. De plus, la Loi nationale sur l'éducation postsecondaire en vertu de laquelle cette caisse sera créée engagera toutes les provinces (le Québec

ayant le droit de retrait avec pleine compensation) à respecter des normes d'administration publique, de pleine accessibilité, d'intégralité, de transférabilité des unités et de mobilité des subventions de recherche pour les professeurs, ainsi que des bourses d'études.

Malgré des dépenses accrues de 19 millions de dollars en éducation et dans des programmes sociaux, l'Alternative budgétaire prévoit un budget équilibré au cours des deux prochaines années. Les deux-tiers des nouvelles dépenses sont financées par des surplus prévus du gouvernement de plus de 15 millions de dollars en 1999. Le reste est épongé par des revenus supplémentaires prévus à la suite d'une croissance économique plus rapide.

Près de 200 économistes et universitaires ont approuvé l'Alternative budgétaire. Son cadre macroéconomique a été validé par la firme de prévision économique indépendante Informetrica.

Il se dégage de l'Alternative budgétaire le message suivant : les budgets sont établis selon des choix entre différentes priorités économiques et sociales. La priorité de l'Alternative budgétaire est de reconstruire les programmes et les services publics en piteux état. ■

Traduit de l'article «CAUT Joins in Unveiling Alternative Federal Budget».

CAUT Condemns Iran's Raid on Bahá'í University

CAUT President Bill Graham describes government action as gross violation of UN Covenant on Economic, Social & Cultural Rights.

CAUT President Bill Graham condemned the attempt by the Government of Iran to shut down the Bahá'í Institute of Higher Education — the only postsecondary institution in Iran open to members of the Bahá'í faith.

Founded in 1987, the Institute, also known as the Bahá'í Open University, was the subject of sweeping raids by Iranian security forces late last year. Officials of the Bahá'í faith in Canada have reported that more than 30 faculty members were arrested during the raids by government officials operating under the auspices of the Ministry of Information, an intelligence agency of the Iranian Government.

Security forces also seized records and equipment from classrooms, laboratories and libraries scattered throughout Iran in private homes and buildings. Prior to these raids, the Open University had an enrolment of nearly 1,000

students and scores of volunteer academics and instructors.

In a strongly worded letter to the Iranian Government, Graham pointed out that these actions were a gross violation of the United Nations Covenant on Economic, Social and Cultural Rights to which Iran is a signatory. The Covenant commits all signatories to assuring that "higher education shall be made equally accessible to all, on the basis of capacity, by every appropriate means."

Graham called on the government to end its discrimination against members of the Bahá'í faith and to assure Bahá'is access to the Open University and other postsecondary institutions in Iran.

Since the Islamic revolution in 1979, followers of the Bahá'í faith have suffered persecution in Iran. "The Bahá'í Question" policy, a secret government document drawn up in 1991 by the Supreme Revolu-

tionary Cultural Council and made public two years later by a United Nations human rights commission, outlined plans to marginalize the Bahá'í community in Iran. The document states, "The Government's dealings with them, the Bahá'is, must be in such a way that their progress and development are blocked." It adds, "They must be expelled from universities, either in the admission process or during the course of their studies, once it becomes known that they are Bahá'is."

The Open University was the Bahá'í community's attempt at university access through an independent, full-fledged, yet completely decentralized university system. While most of the faculty members have now been released, the future of the Open University remains uncertain. Bahá'is continue to be denied access to any other postsecondary institutions. ■

Working for More Women in Science

Conference session examines equity & women in science.

By JENNIFER MATHER

CONCERNED with the continuing under-representation of women in science, The Natural Sciences and Engineering Research Council struck a Task Force on Women in Science in Engineering, chaired by Dr. Monique Frize, in 1994. Their report, released in 1996, made a series of recommendations which were reported on in the June 1997 edition of the *Bulletin*. CAUT's Status of Women Committee held a seminar discussion at its 1998 Regina conference to review how the recommendations were being carried out and what remained to be done to assure equity for women in Canadian science.

It is now widely recognized that women were and still remain badly under-represented in the sciences and that this represents a loss of valuable expertise and human resources. The problem includes numerical representation in that women are not in the scientific workforce and influential representation so that even when present they are under-recognized and in subordinate positions.

Dr. Elizabeth Cannon, NSERC Chair for Women in Science and Engineering, Prairie Region, reported that many of the recommendations of the task force have been or are being carried out. To speed recognition of the problems, in 1997 NSERC appointed chairs of women in science and engineering across the regions of Canada, with a mandate to spend half of their time gathering information, publicizing and networking.

In addition, the women's faculty appointment program, which assists in the financing of women in beginning tenure-track positions in the sciences and engineering, has been reinstated as of September, 1998.

To expand women's opportunities within the sciences, NSERC has announced an attempt to place two women on each of its committees, and has also recognized the necessity to recruit 'young' scientists for these committees and acknowledge the time demand involved in this service.

NSERC is also recognizing the general role of women for family maintenance, and has relaxed the mobility requirement for post-doctoral fellowships as well as looking into allowance for maternity leave during scholarships and fellowships. They also allow a grant-holder nursing mothers to be reimbursed for child care during a conference.

Women are moving into the sciences, but at every level they find the social surroundings (often called the Chilly Climate) unhelpful to their success. One aspect of this is the continuing assumption that women hold responsibility for family, and cannot pair this commitment with a scientific career with its absolute dedication and more-than-full-time commitment. Given this extra workload, women drop out or burn out.

Besides noting the progress, there was a sense that demographics do not tell the whole story of women scientists. Two aspects of demographics are particularly worrisome, the continuing minimal representation of women in computer science and the apparent ceiling of 20% of females in the 'female-friendly' biological and agricultural sciences.

It was suggested that the problem has shifted from one of exclusionary policy to exclusionary climate.

NSERC's recommendations on family issues will help this, but social assumptions must also change. For instance, couples sharing an appointment and a research programme represent a good investment in science but are often overlooked by university departments. A second difficulty is that the implicit values held by science — for competition, objectivity and dedication to work — are opposite of the values that women in our society are socialized to hold. One part of the mismatch between themselves and their aims and the science culture they face is topics or approaches that are unattractive to women, including those fostered by the alliance of science with industry. This male centered view of work commitment and appropriateness is still in place during peer evaluation, and is at least partly responsible for women's minor share in science.

The seminar group concluded that NSERC's recommendations, which are beginning to be carried out, will help in this effort. However, there was a sense that the present shortage of funding and positions will increase the competition and harden attitudes, perhaps making it difficult for the exclusionary practices to be recognized and eliminated. ■

(Jennifer Mather is a member of CAUT's Status of Women Committee.)

Conference presentations were made by Dr. Jennifer Mather, Dr. Elizabeth Cannon (Calgary) and Dr. Swani Vethamany-Globus (Waterloo).

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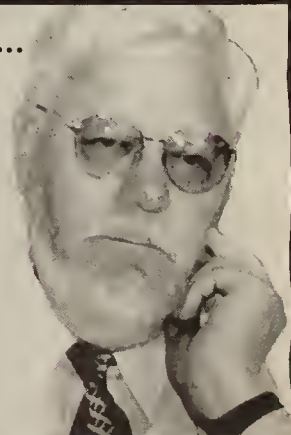
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CAUT Joins in Unveiling Alternative Federal Budget

It's a crisis CAUT has witnessed firsthand. Across the country, Canada's post-secondary education system is struggling. Deep cuts in federal transfer payments and provincial cutbacks have resulted in average tuition fee hikes of 55 per cent since 1994. Underfunding has also led to cuts in college and university faculty, a reduction in course offerings, less public funds devoted to research, and fewer resources for libraries and laboratories.

At the same time, last year's federal budget diverted badly-needed resources to the Millennium Scholarship Fund and increased tax expenditures, initiatives that do not address the fundamental problem of declining public investment in Canada's post-secondary education system.

In anticipation of this year's federal budget, a group of national and community organizations, including CAUT, unveiled an alternative federal budget that offers a radically different set of choices and priorities. The AFB (Alternative Federal Budget), coordinated by the Canadian Centre for Policy Alternatives and CHOICES: A Coalition for Social Justice, is a comprehensive document designed to show there are credible alternatives to the current government's fiscal and monetary policies.

The centerpiece of the AFB is the proposal to eliminate the Canada Health and Social Transfer, the block fund that Ottawa allocates to the provinces for health care, postsecondary education and social assistance. Instead, separate national investment funds for health care, post-secondary education, income support, child care, housing, and retirement income are created.

The AFB's post-secondary education fund has as its goal to increase access to universities and colleges for students from all socioeconomic backgrounds. The PSE fund increases spending by \$1.5 billion over current levels, to \$4 billion in 1999, and will grow in future years with the national economy. The new fund is also accompanied by a National Post-Secondary Education Act which commits all provinces (with the right for Quebec to opt-out with compensation) to uphold the standards of public administration, full accessibility, comprehensiveness, transferability of credits, and mobility with regard to both faculty research and student grants and awards.

Even with the increased spending of \$19 billion on education and other social programs, the AFB projects a balanced budget over the next two years. Two-thirds of the new spending is financed by the government's projected surplus of more than \$15 billion in 1999, and the rest is paid for from the extra revenues projected as a result of faster economic growth.

Nearly 200 economists and academics endorsed the AFB and the macroeconomic framework was validated by the independent economic forecasting firm Informetrica.

The message of the AFB is that budgets are about choices between different economic and social priorities. For the alternative budget the priority now is on rebuilding Canada's badly damaged public programs and services. ■

Copies of the fifth annual Alternative Federal Budget are available at www.policyalternatives.ca.

Le pouvoir aux provinces?

Les deux paliers de gouvernement pourront établir des objectifs mais il reviendra aux provinces de décider du type de programme.

ON connaît trop bien la chanson : les négociations secrètes, le bruit des sabres en public et les ballons d'essai qu'on lance continuellement. Les négociations fédérales et provinciales sur la modification de la Confédération canadienne font de nouveau les manchettes. Une expression autrefois obscure, «l'union sociale», est ressortie du vocabulaire d'une poignée d'analystes de la politique et de hauts fonctionnaires.

Que signifie toutefois «l'union sociale» et comment influencera-t-elle les programmes sociaux du Canada? La réponse est enfouie dans les huit pages d'une prose obscure que neuf provinces et deux territoires ont entérinées la semaine dernière. En termes bureaucratiques, l'union sociale fait référence à des programmes nationaux à frais partagés, notamment la santé, l'enseignement postsecondaire et l'aide sociale, et à la manière dont ces programmes sont administrés, financés et fournis. L'accord constitue une nouvelle union sociale qui modifie donc officiellement la répartition des responsabilités, des ressources et des pouvoirs sociaux entre Ottawa et les provinces.

À l'instar de l'accord du lac Meech et de l'accord de Charlottetown cependant, les négociations sur l'union sociale représentent plus qu'un changement de pouvoir au sein du fédéralisme canadien. La nouvelle union sociale du Canada entraîne non seulement le transfert des responsabilités d'un palier de gouvernement à l'autre mais aussi un déplacement fondamental du pouvoir des gouvernements vers les marchés.

Bien que nous ne comprenions pas entièrement encore la pleine signification de l'accord, nous savons qu'il limite les pouvoirs de dépenser du fédéral. Le gouvernement fédéral ne pourra lancer aucun nouveau programme social sans le consentement de six provinces. Les deux paliers de gouvernement pourront établir des objectifs mais il reviendra aux provinces de décider du type de programme.

Manifestement, cette restriction miniera toute nouvelle initiative nationale en matière de programmes sociaux et donnera lieu à un ensemble de programmes disparates à la grandeur du pays. De fait, la Prestation fiscale canadienne pour enfants du gouvernement fédéral dont on a tant fait l'éloge est peut-être un indice de ce qu'on nous attend. Louangée par les tenants de politiques sociales plus souples et décentralisées, la Prestation fiscale canadienne pour enfants regroupe deux programmes existants et les bonifie : la Prestation fiscale pour

enfants et le Supplément du revenu gagné.

L'augmentation des crédits fédéraux entraîne cependant un changement plus inquiétant. En effet, à mesure que les crédits augmentent, les provinces et les territoires peuvent diminuer les prestations des bénéficiaires d'aide sociale. Les économies ainsi réalisées supposent leur réinvestissement dans d'autres programmes pour les familles à faible revenu et leurs enfants. Or, en respectant la philosophie d'une plus grande souplesse des provinces, on constate l'absence de normes communes déterminant dans quel programme il faut réinvestir, la manière de le faire ou si le réinvestissement aura lieu.

Les gouvernements provinciaux sont relativement libres de décider comment ils disposeront des économies réalisées. Certains se prévaudront peut-être du droit de retrait pour offrir plus de services, par exemple des services de garde réglementés et publics. D'autres, par contre, qui sont plus enclins à rationaliser l'appareil gouvernemental et à privatiser des services publics, pourront offrir des crédits d'impôt supplémentaires et inciter les parents à utiliser les services de garde privés et à but lucratif. Certains gouvernements se contenteront peut-être d'empocher les économies. Peu importe comment et où les deniers seront dépensés, le résultat est flagrant. La Prestation fiscale canadienne pour enfants a anéanti tout espoir de créer un ensemble de services communs comme le programme canadien de services de garde.

De nouvelles initiatives sont présentement envisagées, notamment l'assurance-maladie et le régime de soins à domicile. Elles feront face cependant à des contraintes similaires. En outre, le projet que chérit depuis longtemps la collectivité universitaire et collégiale d'établir des normes nationales communes pour l'enseignement postsecondaire se heurtera aux mêmes obstacles.

De fait, si la Prestation fiscale canadienne pour enfants doit servir de modèle aux futurs programmes, les hausses éventuelles des transferts fédéraux au titre de l'enseignement postsecondaire risquent d'être versées avec le même degré de «souplesse». Les provinces se verront accorder, voire exiger, le droit d'affecter les nouveaux crédits où bon leur semble. Ainsi, les crédits supplémentaires pourraient être dirigés vers des programmes de prêts d'études ou de crédits à l'éducation mal conçus, plutôt qu'être réinvestis directement dans les infrastructures humaines et physiques des uni-

versités financées par les deniers publics qui en ont un urgent besoin.

La seule norme nationale prévue par le nouvel accord touche la liberté de mouvement. Cette exigence vise à éliminer les obstacles qui restreignent la mobilité des résidents vers les autres provinces. Selon Ottawa, les frais de scolarité différentiels des universités et des collèges sont considérés comme un de ces obstacles. Bien que les droits de mobilité des étudiants soient importants, il se trouve qu'ils sont la seule norme nationale que les provinces doivent maintenir.

Sans d'autres normes toutefois, notamment les garanties d'accessibilité et de capacité financière, les droits de mobilité puniront des provinces comme la Colombie-Britannique qui a choisi d'exiger des frais de scolarité moins élevés. Si elles sont obligées d'accepter des étudiants de l'extérieur de la province qui fuient les frais de scolarité élevés chez eux, elles risquent de se voir contraintes d'augmenter les frais de scolarité pour des raisons fiscales et de les harmoniser avec ceux des autres provinces.

Les négociations sur l'union sociale ont passé pour la réponse aux revendications du Québec en faveur de plus d'autonomie. Toutefois, il est évident que les provinces conservatrices ont maîtrisé l'ordre du jour, en se servant de la crainte de la souveraineté du Québec comme prétexte pour contrôler les politiques sociales. L'ironie là-dessus, c'est que l'on pose la prémisses selon laquelle on devrait satisfaire aux revendications du Québec en traitant toutes les provinces comme si elles étaient le Québec. Cette stratégie a cependant de grandes lacunes. D'abord, elle ne reconnaît pas suffisamment le caractère distinct du Québec et s'appuie sur des programmes sociaux canadiens. Ensuite, la formule est usée et a déjà été rejetée, notamment lors du référendum de l'accord de Charlottetown.

Le véritable objectif est d'enlever des pouvoirs au fédéral et non pas d'obtenir l'unité nationale. Pour quelle autre raison Mike Harris et Ralph Klein se féliciteraient d'une entente qui isole le Québec.

Après l'échec de l'accord de Charlottetown, il avait été entendu que jamais plus une réforme de la confédération ne s'effectuerait en secret. Pourtant, c'est précisément ce qui s'est passé avec les discussions sur l'union sociale. ■

Traduit de l'article «Power to the Provinces?».

1999 3M TEACHING FELLOWSHIPS

Call for Nominations
The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 1999.

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• a citation of excellence in recognition of exemplary contributions to teaching and learning.
• a 3-day retreat at Chateau Montebello. All expenses are paid as part of the award.

Eligibility
• Open to any individual teaching at a Canadian university regardless of discipline or level of appointment

Criteria for the Award
• Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and
• commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond

Nomination Procedure
• A standard nomination form is required
• Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES
c/o Instructional Development Centre
General Services Bldg., Room 217
McMaster University
Hamilton, Ontario L8S 4K1
(905) 525-9140 ext. 24540

Nomination Deadline:
May 14, 1999

PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 1999

Mise en candidature
La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles pourrissent le Programme de reconnaissance professionnelle et que, cette année, elles discernent jusqu'à 10 prix.

Le prix
• une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage
• un séjour au Chateau Montebello, toutes dépenses payées (3 jours).

Admissibilité
• Est admissible toute personne qui enseigne dans une université canadienne, quelle que soient sa discipline et son poste

Critères de sélection
• Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement - mais non exclusivement - au niveau du premier cycle
• Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà

Comment poser sa candidature
• Il faut utiliser le formulaire officiel de mise en candidature
• On peut se procurer le formulaire au Cabinet du vice-président à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures: le 14 mai 1999

A Sampler of Changes in Canada's Income Tax Law

THE federal budget of 1998 effected several changes in income tax law. The following budget sampler highlights certain changes that academics as individuals, employees, parents, consultants and retirees might review before submitting their 1998 income tax returns.

It should be noted that this text is for general information purposes only and is not intended to provide specific advice for any particular situation. No action should be taken on the basis of this material. Professional consultation with a tax expert is recommended in all cases.

Personal Amounts & Surtaxes

The budget introduced new supplemental personal amounts: \$250 in 1998 and \$500 in 1999. This sum is in addition to the basic personal, spousal and spousal equivalent amounts. The supplemental personal amount will be reduced by 4% of the individual's net income which exceeds \$6,956. The supplement will be indexed at the same rate as other personal amounts.

The 1998 budget also introduced reductions in federal surtaxes: \$125 in 1998 and \$250 in 1999. These amounts will be reduced by 3% in 1998 (6% in 1999) of any basic federal tax over \$8,333.

Alternative Minimum Tax

The calculation on which the Alternative Minimum Tax is based has been changed. Various payments to Registered Retirement Savings Plans and to Registered Pension Plans now are excluded, including the direct transfer of retiring allowances. This change is retroactive to 1994. Revenue Canada will refund any AMT previously paid on these amounts (once this provision has received Royal Assent).

Registered Education Savings Plan

For 1998 and subsequent years, a Canada Education Savings Grant of 20% on the first \$2,000 in annual contributions to a Registered Education Savings Plan will be paid directly to the contributor. Grant contribution room can be carried forward to future years up to an annual contribution of \$4,000 per child.

Moving Expenses

The courts have determined that various payments to employees required to relocate are not taxable, however, any reimbursement or compensation provided to employees in financing their residence will be included as income. Half of any payments exceeding \$15,000 made to an employee in respect of the decreased value of the employee's former residence also will be treated as income. This provision applies to

payments made after February 23, 1998 where the employee began work at the new location from June 1998. There are transitional rules which defer income inclusion where the employee began work at the new location before July 1998 until 2001. Thereafter, interest rate subsidies will be taxable to the employee.

Home Buyers' Plan

Prior to 1999, individuals on a one-time only basis could withdraw up to \$20,000 from their RRSP to purchase a home in Canada for personal occupation. Starting in 1999, an individual may be eligible to participate a second time in the Home Buyer's Plan. The individual must have repaid all amounts previously borrowed under the plan and their spouse cannot have owned a home from January 1, 1995.

An individual who is eligible to claim the disability deduction now may withdraw from their RRSP funds to purchase a more accessible or functional home.

An individual related to or supporting a disabled individual also will be allowed to use the plan to acquire a more accessible or functional home.

Tax Relief for Students

Beginning in 1998, part-time students are eligible to claim educational tax credits of \$60 per month. Eligible programs must last at least three consecutive weeks and involve a minimum of 12 hours of courses each month.

Lifelong Learning

Starting in 1999, individuals may withdraw up to \$10,000 annually to a maximum of \$20,000 from their RRSPs if the individual or their spouse is enrolled in full-time training or higher education for at least three months of the year. Withdrawals must be repaid over a 10-year period beginning the year after the individual is no longer enrolled full-time, or in the sixth year following the first withdrawal, whichever is earlier. Individuals with disabilities using RRSPs for lifelong learning will be exempt from the requirement that their studies be on a full-time basis.

Pension Adjustment Reversals

Employees who have left their employer after 1996 now will be credited with a Pension Adjustment Reversal (PAR) equal to any forfeited benefits less those received upon termination from the plan. Employers must calculate and report the PAR to both the employee and Revenue Canada. Transitional rules provide that the 1997 PAR will be reported in 1998 and will increase the 1998 contribution limit. Thereafter, PARs will increase the contribution limit in the year employment terminates. The re-

porting deadline for 1998 PARs is March 31, 1999. The deadline for making RRSP contributions for PARs only will be April 30, 1999.

Child Care Expenses

In 1998, the child care expense deduction for children under age seven will be \$7,000, and \$4,000 for children age seven to sixteen. Single parents may claim child care expenses in each month during which they are part-time students. The higher income parent may claim child care expenses where their spouse studies part-time.

Caregiver Tax Credits

Reasonable expenses to train an individual to care for a disabled dependent are eligible as a medical expense.

In 1998, where an individual maintains a home used as a residence for a disabled dependent, the individual may claim a credit. This credit is equal to the amount that \$400 exceeds 17% of the individual's income over \$11,500. In the case of parents or grandparents over 65, there is no requirement that they be dependent due to mental or physical infirmity.

Private Health Services Plans

From 1998, individuals may deduct from self-employed earnings amounts paid for private health services if either 50% of income is as a result of self-employment or is within \$10,000 of the total of their other income. Restrictions apply on the amount of deductible premiums allowed.

Other Changes

It should be noted that the Income Tax Conventions Interpretation Act will be amended. For tax treaty purposes, pension payments will not be considered as annuities. Unless defined otherwise in such treaties, pensions will include payments under RRs, RRSPs and Registered Retirement Investment Funds (RRIFs), plus any other retirement arrangements. Where tax treaties define pensions, the term extends to periodic payments.

Where a taxpayer disposes of "taxable Canadian property" after February 23, 1998 any income gain or loss thereon will be deemed to have arisen in Canada and taxed accordingly.

In addition to the tax changes for 1998 which were effected by the budget, Revenue Canada and Revenue Quebec regularly issue interpretation bulletins, rulings, opinions and technical notes on taxation matters. Recent court cases also can affect how tax law is applied in particular situations. ■

Text for this article was supplied by Budget 1998 documents and the accounting firm of Robertson Hill Parker Prins. For more information check out CAUT's Income Tax Guide at www.caut.ca.

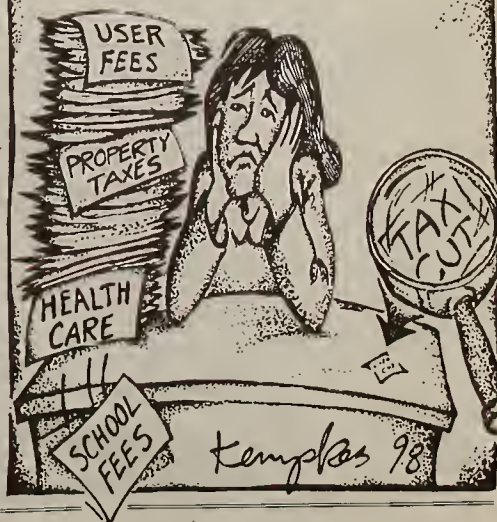
Honourary Life Member Percy Smith Passes Away

CAUT honorary life member J. Percy Smith passed away on December 10 at the age of 84. Dr. Smith taught English at the University of Saskatchewan before being appointed as CAUT's second executive secretary in 1964, a position he filled until 1969. He left CAUT for the University of Guelph in 1970, serving as vice-president, academic, until 1976. He was professor of drama at Guelph from 1976 until his retirement in 1980, was awarded the title of university professor emeritus in 1981 and became honorary fellow in 1984. He received the Milner Memorial Award, the greatest recognition that CAUT can give, in 1973. Dr. Smith was active in the work of CAUT since its beginning in the early 1950s. He was the first secretary of the University of Saskatchewan Faculty Association, secretary of CAUT and the editor of the *Bulletin* from 1955-57, and served as a member of the CAUT Committee on Academic Freedom and Tenure from 1959 until his appointment as executive secretary in 1964. Dr. Smith was presented with an Honourary Life Membership in CAUT at the annual general meeting of the association on May 22, 1969.

À la mémoire de Percy Smith, membre honoraire à vie

J. Percy Smith, membre honoraire à vie de l'ACPPU, est décédé le 10 décembre à l'âge de 84 ans. M. Smith a enseigné l'anglais à l'Université de la Saskatchewan avant d'être nommé à l'ACPPU en 1964 comme secrétaire général. Il était le deuxième à assumer ce poste et l'a occupé jusqu'en 1969. Il a quitté l'ACPPU pour l'Université Guelph en 1970 où il a été vice-recteur à l'enseignement jusqu'en 1976. De 1976 à sa retraite en 1980, il a enseigné l'art dramatique à cette université. Il a reçu le titre de professeur émérite en 1981 et est devenu professeur honoraire en 1984. L'ACPPU lui a décerné le prix commémoratif Milner en 1973, la plus haute distinction de l'association. M. Smith a participé activement aux affaires de l'ACPPU depuis sa fondation au début des années 1950. Il a été le premier secrétaire de l'association des professeurs de l'Université de la Saskatchewan, secrétaire de l'ACPPU et rédacteur en chef du *Bulletin* de 1955 à 1957. Il a siégé au Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU de 1959 à sa nomination au poste de secrétaire général en 1964. Lors de l'assemblée générale annuelle de l'association le 22 mai 1969, M. Smith s'est vu décerner le titre de membre honoraire à vie de l'ACPPU.

How are you going to spend your tax cut?



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ACCOUNTANCY

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for tenure-track positions at the Assistant or Associate Professor rank from those with teaching and research interests in auditing and attestation, financial accounting, management accounting and information systems, and taxation PhD or equivalent. The salary range is commensurate with qualifications and experience. Closing date for applications is February 28, 1999 and appointments will be effective July 1, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to Dr. W. Morley Lemon, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

ACCOUNTING

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track position in Accounting commencing July 1, 1999. Depending on qualifications and experience, an appointment will be made at the rank of Assistant or Associate Professor. Qualifications include a PhD or ABD with evidence of strong research and teaching potential. Applications in any area of accounting will be considered. All appointments are subject to budget approval. The School has sixty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and thirty part-time and full-time MBA students.

Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications to: Dr. Robert Eric, Associate Dean of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave., W., Waterloo, Ontario N2L 3C5.

ATHABASCA UNIVERSITY, Canada's Open University, invites applications for a tenure-track appointment in Accounting at the Assistant Professor level in its Centre for Commerce and Administrative Studies, Open School of Business. Responsibilities include the development, teaching and co-ordination of financial accounting courses in undergraduate degrees in Administration, Commerce and General Studies and university certificates in Accounting and Advanced Accounting. The ideal candidate should have a doctorate or be near completion of a doctorate in accounting, a master's degree with a professional accounting designation will be considered. Demonstrated excellent communications skills are a must. Preference will be given to candidates with experience in distance and non-traditional adult education. Athabasca University is located in the town of Athabasca in the beautiful north of Canada of north-central Alberta 145 km north of

Edmonton with regional offices in Calgary, Edmonton and Fort McMurray. It delivers university education to approximately 14,000 students per year. Athabasca University maintains an environment that develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references to: Ms. Linda Reimer, Office of the President, Athabasca University, 8 University Drive, Athabasca, Alberta, or fax (780) 675-6550. Further information about this position may be obtained from Dr. S.D. Chowdhury at (780) 675-6502, fax (780) 675-6338 or e-mail shamsudr@athabasca.ca. The closing date for this position is March 31, 1999.

ANTHROPOLOGY & SOCIOLOGY

ST. FRANCIS XAVIER UNIVERSITY — This advertisement is directed to Canadian citizens and permanent residents who have completed a doctoral degree in either Anthropology or Sociology. Although the successful candidate will be expected to teach outside the area, we are specifically looking for someone with a specialty or research history in "Third World Development." This is a probationary appointment and hiring will be at the rank of Assistant Professor. A curriculum vitae, a sample of published work and the names of three references should be sent to the undersigned by the closing date, February 15, 1999. The active person integrated sociology and anthropology department at St. Francis Xavier University offers undergraduate honours and major degrees. Several members are involved in interdisciplinary programs such as Aquatic Resources, distance education in Nursing, Women's Studies and international development through the on-

campus Cooley International Institute. The position is subject to budgetary approval. More information on the St. Francis Xavier University and the Department may be found on our web site, www.sfxu.ca. St. Francis Xavier University is committed to employment equity. Please contact Dr. Daniel W. MacInnes, Chair, Department of Sociology and Anthropology, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5, Canada. Fax at 502-867-5456, e-mail dmccin@sfu.ca.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY — The Department of Applied Human Sciences invites applications for an Extended Term Appointment in Leisure Sciences. Extensive university teaching experience in Leisure Studies/Sciences is required. Qualified applicants will have a Masters Degree in Leisure Studies/Sciences or a related field. The successful candidate will be responsible for all aspects of course design, instruction and evaluation in seven courses per academic year including Recreation and Leisure in Contemporary Society, Leisure Services Administration, Leisure and the Environment and Leisure Sciences Seminar. Additional duties include student advising and department committee work. Applications, including curriculum vitae and three letters of reference, should be sent to Dr. R. Swedberg, Chair, Department of Applied Human Sciences, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M6. Hiring is subject to budgetary approval. The closing date for applications is March 15, 1999. This is a five year renewable appointment beginning on June 1, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ART EDUCATION

CONCORDIA UNIVERSITY — Department of Art Education/Creative Arts Therapies, Faculty of Fine Arts, seeks a full-time, Tenure Track Assistant professor for teaching in the Graduate Programs in Creative Arts Therapies. The appointment will commence June 1st, 1999. The appointee will be required to teach MA level course in the drama therapy option. The appointee should have a least several years university teaching experience in drama therapy. The candidate must hold registration as an RDT or equivalent and additional registration or experience in other disciplines. The candidate must have clinical supervisory experience working in psychiatric and educational settings, and some administrative experience. The candidate should show evidence of exhibition/performance, publications, conference presentations, and research. Preference will be given to bilingual (French/English) candidates. All letters of application must be

accompanied by a complete curriculum vitae and the names of three people who would be prepared to serve as referees. Please send your application by February 26th, 1999, to Leand Peterson, Graduate Program Director, The Creative Arts Therapies Program, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M6, Canada. Tel: (514) 848-4643, Fax: (514) 848-8827. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ART HISTORY

QUEEN'S UNIVERSITY — The Department of Art at Queen's University invites applications for a renewable (tenure-track) appointment at the Assistant Professor level commencing July 1, 1999, in the field of Contemporary Art. Qualifications include a completed PhD, a promising research record, and evidence of teaching ability. Background in any of the following would be an asset: studio art, curatorial work, critical/cultural theory. The Department of Art comprises three programs: Art History (BA, MA, PhD), Fine Art (BFA), Art Conservation (MAC). Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applicants should send a curriculum vitae and arrange for three letters of reference (or a dossier from a university placement office) to be sent to Dr. Sylvia Soderfeldt, Head, Department of Art, Queen's University, Kingston, ON, K7L 3N6 by March 15, 1999. Further information can be obtained by telephone: (613) 533-6153 or by e-mail: s88@queensu.ca.

ASIAN STUDIES

UNIVERSITY OF MANITOBA — The Asian Studies Centre at the University of Manitoba invites applications for a probationary position in Japanese studies at the rank of Instructor I. The appointment will commence by July 1, 1999, or upon the successful candidate's final budgetary approval. The successful candidate should have a completed Master's degree or higher, preferably in Japanese studies. A specialization in Japanese language and/or culture, with some language pedagogy training is highly desirable. Native, or near-native, ability in Japanese language is required. Teaching experience, especially in university teaching in a North American context, will be an asset. The candidate will be largely responsible for Japanese language instruction and will play a central role in developing and administering the rapidly growing

UNIVERSITY OF REGINA

The University of Regina is a mature university with an enrolment of more than 11,000 full-time and part-time students and an annual budget of \$90,000,000. Originating with Regina College in 1911, it became an independent university in 1974. With federation agreements with the Saskatchewan Indian Federated College, Luther College and Campion College, the University offers a broad range of teaching, research, and community service programs.

Associate Vice-President (Student Affairs)

The University of Regina invites applications and nominations for the position of Associate Vice-President (Student Affairs). The starting date is July 1, 1999. The Associate Vice-President (Student Affairs) reports to the Vice-President (Academic). The position entails responsibility for the Registrar's Office, a wide range of student services (co-operative education, counselling, financial aid, awards, special needs, employment services, residence services, and international activities), and student liaison activities.

The Associate Vice-President (Student Affairs) will be a member of the senior administrative team and thus will be expected to maintain effective relationships with constituencies outside the University, including government officials.

Review of applications and nominations will begin in March 1999. Please direct inquiries and send applications or nominations, including a complete curriculum vitae and names of at least five referees in confidence to: Dr. Dianne L. Common, Vice-President (Academic), University of Regina, Regina, Saskatchewan, S4S 0A2.

The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian aboriginal people, persons with a disability, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



Brandon University TENURE TRACK POSITION IN SPECIAL EDUCATION

Brandon University is seeking to fill a probationary (tenure track) position in Special Education subject to budgetary approval. School teaching experience and experience as a special educator is required. The ability to teach Early Years (K-4) Curriculum will be a definite asset. As Brandon University has a rural, northern, and aboriginal mandate, additional experience or academic preparation in any of these areas is desirable.

The successful applicant will have a completed doctorate in Special Education, she/he will have an active research agenda and will be able to provide evidence of successful teaching. The successful candidate will be able to teach in the undergraduate Education program and the graduate Special Education program.

The Faculty of Education at Brandon University offers both concurrent and after-degree Bachelors of Education. The Faculty offers Master of Education degrees in Educational Administration, Curriculum Studies, Guidance and Counselling, and Special Education.

Depending upon the qualifications and experience of the candidate, the appointment will be made at either the Assistant or Associate Professor level. The salary range for the successful applicant will be in accordance with the terms set out in the current Collective Agreement. The search will close on May 1, 1999 or when the position has been filled. Interviews will take place shortly after the May 1st closing date or as arranged.

Interested educators are invited to apply immediately. Please forward a letter of application with a curriculum vitae, original transcripts, and the names of three referees to: Dr. Ron Common, Dean of Education, Brandon University, 270 - 18th Street, Brandon MB R7A 6A9. Fax: (204) 728-3326

In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Positions in Criminology, Criminal Justice & Education

St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The University invites applications for full-time faculty positions in the following areas:

CRIMINOLOGY AND CRIMINAL JUSTICE
The Criminology and Criminal Justice Programme at St. Thomas University offers three credentials: a Certificate in Criminology and Social Justice, a Bachelor of Applied Arts in Criminal Justice, and a Bachelor of Arts major in Criminology. Applications are invited for two entry-level positions, one tenure-track position, and the other a two-year limited-term appointment. The successful candidates will have a PhD in Criminology (or a closely related cognate discipline) with evidence of an established teaching and research emphasis in criminology and criminal justice. A PhD is required at the time of appointment. Responsibilities include teaching Criminological Theory and Methods for the B.A. Majors Programme, and Introduction to Criminology and Criminal Justice. Other areas of teaching and scholarly interest include police, courts, corrections, criminal justice policy and critical criminology. Previous experience working in the criminal justice system would be an asset for teaching in the applied criminal justice programme. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to: Dr. Susan Reid-MacNevin, Director, Criminology and Criminal Justice.

EDUCATION

Applications are invited for two tenure-track positions in generalist classroom teaching. The successful candidates will have extensive classroom teaching experience and be able to contribute to some of the following areas: Educational Psychology, Educational Foundations, Director of Internship, Elementary methods, or a secondary methods area. Supervision of internships is expected of all members of the department as a three-credit-hour part of the standard load. A PhD degree or equivalent is required. Each applicant is asked to submit a curriculum vitae, evidence of teaching effectiveness (teaching portfolio preferred), and three letters of reference to: Dr. Robert Lewis, Chair, Education Department.

Deadline for applications for all positions is March 15, or when positions are filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. Applications are to be addressed to: St. Thomas University, Fredericton, N.B. E3B 6G3.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minorities groups, and persons with disabilities.



St. Thomas University
LEADERS IN LIBERAL ARTS EDUCATION
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CAREERS SECTION • SECTION DES CARRIÈRES

Japanese language program. The possibility of teaching in an area of expertise such as literature, history, religion, cultural studies, etc. also exists. The normal teaching load is 16 credit hours per year. The 1999-2000 salary range for the position is \$32,063 to \$40,000. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba is committed to the principle of equity in employment. We encourage applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. Applicants should send a letter of application, current CV, and three letters of recommendation to: T.C. Russell, Asian Studies Centre, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Deadline for applications is March 12, 1999. Examples of curricula from courses taught, video tapes of candidate instructing a Japanese language class, or recent publications would be welcome.

BACTERIAL GENETICS/ FOOD MICROBIOLOGY

UNIVERSITY OF ALBERTA — A Research Associate position in a new spin-off company at the University of Alberta in Edmonton, Alberta will become available in the near future. We are seeking a person to lead the research on the development of bacterial strains for use in food products and for application in other areas where lactic acid bacteria form part of the natural ecology. The successful candidate must have a PhD and proven research ability in bacterial genetics and must have demonstrated ability and knowledge of the microbiology of foods. Salary commensurate with the level of training and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested applicants are requested to send a copy of their curriculum vitae and the names of three referees (include mailing address, phone, fax and e-mail numbers where possible) to: Dr. Michael E. Miles, ANS, Agricultural Forestry Centre, University of Alberta, Edmonton, Alberta, T6G 2P5. E-mail: metmiles@ualberta.ca. Deadline for applications: February 28, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOCHEMISTRY & MOLECULAR BIOLOGY

UNIVERSITY OF MANITOBA — Two Assistant Professor positions are available at the University of Manitoba, Faculty of Medicine, Department of Biochemistry & Molecular Biology, 730 Bannatyne Avenue, Winnipeg, Manitoba, R3T 2N2; one for the Breast Cancer Research Group (Position AB1561) and one for the Division of Stroke & Vascular Disease (Position AB1562). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The full advertisement for each position can be found on the Biochemistry Home Page, located at <http://www.umanitoba.ca/faculty/med/biochem>. Deadline for receipt of applications is March 15, 1999.

BIOLOGY

SAINT MARY'S UNIVERSITY — Department of Biology. Invites applications for a tenure track position in Vertebrate Zoology at the Assistant Professor level available September 1, 1999 (pending funding approval). Applicants must possess a PhD. Preference will be given to candidates with teaching and postdoctoral experience. The successful candidate may be asked to teach half-credit courses in Vertebrate Zoology, the Assistant Professor level, and to develop a vigorous externally-funded research program. The applicant should include the following in their application: a CV, a proposal of research, and other relevant documentation. The applicants should arrange to have three (3) letters of recommendation to be sent separately. Applications and letters of recommendation should be sent to:

Dr. David Cane, Department of Biology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Phone: (902) 420-9443; fax: (902) 420-9351; e-mail: davidcane@smu.ns.ca. Closing date for applications is April 1, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principle of employment equity. Visit our website <http://www.smu.ns.ca>.

BUSINESS

UNIVERSITY OF NEW BRUNSWICK — Research Associate, Management of Information Technology. We invite applications for a contractual position as Research Associate in the Faculty of Business of the University of New Brunswick, Saint John. The successful candidate will work with the Faculty of Business to develop and deliver research and teaching in the areas of Electronic Commerce and Enterprise Resource Planning. Our resources include an Electronic Commerce Center (sponsored by NS Tel. Net), DMR, Sun, and Scitabank, and Enterprise Internet Lab developed under an impending alliance with SAP and the RESC. SUN/CH Power Xerox Research Chair in the Management of Technological Change. Applications will be accepted until the positions are filled. Please send CV and the names and addresses of three referees to: Dr. John Chaykov, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB A1B 4X5. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY — The Department of Administrative Studies at York University invites applications for a tenure-track appointment in the Marketing area, to commence July 1, 1999. This appointment is subject to budgetary approval. York University is a Faculty of York University whose mission is to provide a range of degree programs for adult students studying on a part-time basis, through evening courses and both evening and daytime courses in the summer. Applicants should possess a PhD in Finance. Recent university level teaching experience and publications are essential. Candidates will be expected to teach and coordinate courses in investment, corporate finance and personal finance. They must also commit to do research and publication in academic journals. Applicants should mail or fax a letter indicating interest, along with a curriculum vitae with relevant addresses and telephone numbers of three referees to: Prof. Henry Bartel, Chair, Department of Administrative Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Telephone: (416) 736-5210; Fax: (416) 736-5363. The search process will continue until a suitable candidate is found. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS ADMINISTRATION

LAKEHEAD UNIVERSITY — The Faculty of Business Administration of Lakehead University invites applications for a probationary (tenure-track) appointment in the area of accounting. The ideal applicant would have completed or be nearing completion of a PhD in accounting, hold a professional accounting designation and have relevant business experience. The candidate should be committed to classroom excellence and research in his or her area of interest. Rank and salary are dependent on qualifications and experience. This appointment will commence on August 1, 1999. This position is subject to local budgetary approval. Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: Dr. Bahram Dargatzis, Dean, Faculty of Business Administration, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.



McGill

Director, Research Division Obstetrics & Gynecology

The Department of Obstetrics and Gynecology, Royal Victoria Hospital and McGill University, invites applications for the position of Director of the Research Division. This is a tenure track academic position. Applicants should have broad experience in assisted reproduction and human oogenesis, including aging and the conservation of fertility in cancer patients. The candidate should also have some experience in supervising a preimplantation genetic diagnosis laboratory. The candidate should have established expertise in basic research using animal models of early mammalian development, and a demonstrated ability to attract external research funding. The candidate is expected to have qualifications for appointment at the professional level. This includes a PhD degree and a current University appointment with at least ten years experience. Please send a curriculum vitae, statement of research experience and future research plans, and the names and telephone numbers of three referees to:

Dr. S.L. Tan, Professor and Chairman
Department of Obstetrics and Gynecology
McGill University
Royal Victoria Hospital, Women's Pavilion
687 Pine Avenue West
Montreal, Quebec, H3A 1A1

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received before March 15th, 1999.



UNIVERSITY COLLEGE of the FRASER VALLEY

Professor, Finance/Accounting Business Administration Department

The Business Administration Department at the University College of the Fraser Valley is seeking a qualified individual to fill a full-time faculty position in the business programs. The Business Administration Department offers certificate, diploma and degree programs which emphasize applied business knowledge and skills. Applicants must be able to teach accounting and finance. Specialized knowledge in international finance and/or investments in addition to the ability to teach accounting, would be considered to be useful assets. The teaching load for this full-time position includes a combination of upper and lower level courses in finance and/or accounting, depending on the background of the successful applicant and the needs of the department.

The University College of the Fraser Valley, located 60 kilometres from Vancouver in British Columbia's scenic Fraser Valley, is a multi-campus, undergraduate, degree-granting institution offering a diversity of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C. and currently enrolls more than 6000 students each year. The emphasis at UCFV is on teaching excellence while acknowledging active scholarship as an integral part of the teaching process.

Applicants will require an accounting designation; a minimum of a Masters degree in area of specialization (PhD preferred); excellent teaching skills; several years of business/industry experience; interest in applied research; experience teaching at the post-secondary level.

UCFV is committed to the principle of equity in employment. We invite applications, quoting the Relevant Posting Number (99.026), with evidence of appropriate qualifications by April 30, 1999 to: Employee Relations, University College of the Fraser Valley, 33844 King Road, Abbotsford, B.C. V2S 7M8. Fax: (604) 854-1558. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.



Memorial University of Newfoundland

FINANCE Faculty of Business Administration

(Competition Number FBA-22-99) Tenure-Track Position

Applications are invited for a tenure-track faculty position at the rank of assistant professor in the Finance area commencing 1 August 1999. The successful applicant is expected to teach undergraduate and graduate courses, and conduct research in the areas of corporate finance, capital markets or investments. Applicants should have a PhD/DBA in Finance, or be near completion, and have a demonstrated commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at www.mun.ca.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and the names of three referees to:

Dr. Bill Blake, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF A1B 3X5
Canada

Filling this position is dependent on funding. Applications will be considered commencing February 15th, 1999. For further information telephone (709) 737-8851 or fax (709) 737-2467.

Memorial University of Newfoundland is committed to employment equity.

ROYAL ROADS UNIVERSITY

FACULTY MEMBER

Conflict Analysis and Management Competition No. 99/001

Under the Director of the Conflict Analysis and Management Centre, the successful applicant will play a key role in the design, development and delivery of the new Master of Arts degree program in Conflict Analysis and Management. This integrated, year-long interdisciplinary program focuses equally on the theoretical and applied dimensions of managing organizational and inter group conflict at the systems level in a variety of domestic and international settings. It stresses a holistic, cross cultural approach to dispute resolution with a special, though not exclusive, emphasis on the Pacific Basin. The successful applicant will have demonstrated teaching excellence at the graduate level and an ability to work as a team member within an interdisciplinary competency-based curriculum. Applicants should have a Ph.D. or equivalent credential, a broad theoretical understanding of social conflict extending beyond the interpersonal level, strong applied skills at the organizational, community and/or international level, and experience in curriculum design and development. Knowledge of action research would be an asset, as well as computer literacy and a familiarity with distance education. Employment experience need not be exclusively in the post secondary education system. International as well as Canadian work experience at the level of social systems is an asset. This position is subject to final budgetary approval. A competitive salary and benefits package is available. Royal Roads University is an equal opportunity employer, committed to the principle of equity in employment. Preference is given to Canadian citizens and applicants with Landed Immigrant status. Please forward resumes, quoting the competition number, by 15 March 1999 to: Manager, Human Resources and Organization Development, Royal Roads University, 2005 Sooke Road, Victoria, BC V9B 5Y2. Fax: (250) 391-2500; Phone: (250) 391-2654; Royal Roads University Web Site: www.royalroads.ca

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Right on Target for Academics.

Assistant/Associate Professors, Management

Athabasca University, Canada's leading distance education university, invites applications for academic appointments in the Centre for Innovative Management. Operating Canada's largest executive MBA program, the Centre for Innovative Management is located in St. Albert, immediately north of Edmonton, Alberta.

With over 800 students, our MBA program continues to expand nationally and internationally opening up new opportunities for full-time faculty. We are seeking a unique set of competencies including the ability to create a stimulating electronic learning environment by facilitating and challenging adult students in group discussions and activities.

Successful candidates will hold a PhD in an appropriate discipline (management of information technology, operations management, strategy, accounting/finance and human resource management are the preferred areas of expertise) and have relevant professional/managerial and teaching experience. Candidates must be competent in the use of computing technology, demonstrate strong research skills and innovative approaches to teaching, and be able to make a significant contribution to the future development of the program.

Core faculty members are involved in the design, delivery, and evaluation of graduate level courses in an electronic format, and at residential weekend, summer schools or elective courses. In addition, they have responsibilities for advising and supervising graduate students, doing program research and evaluation, and promoting the development of management research and education. Participation in the overall academic planning and administration of the program is also important.

These are academic appointments. Rank and salary will be determined based on the applicant's qualifications and experience.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3. Further information about these positions may be obtained from Dr. Lindsay Redpath, phone (780) 460-3476, fax (780) 450-2093 or e-mail, Lindsaya@athabascau.ca. These positions will remain open until suitable candidates have been found.

Athabasca University
Canada's Open University

CAREERS SECTION • SECTION DES CARRIÈRES

BUSINESS & ECONOMICS

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Finance, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy Areas commencing July 1, 1999. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. Candidates with teaching and research interests on issues related to the management of high technology firms are encouraged to apply. Qualifications include a PhD or ABD with evidence of strong research and teaching potential. The specific areas of expertise sought for the Finance positions are derivatives, corporate finance, and/or insurance; for Management and Organizational Behaviour they are Industrial Relations and/or Human Resource Management for one position and Organizational Behaviour for the other; for Marketing any area will be considered; for Operations and Decision Sciences they are management of technology and/or management information systems; and for Policy they are strategic management of high technology firms. Limited term positions are also available in Accounting (Managerial, Financial, and/or auditing) and Policy (Introductory business). All appointments are subject to budget approval. The School has sixty-five full-time faculty in

Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. Please direct applications to: Dr. Robert Ellis, Associate Dean of Business, Faculty Development and Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 2C5.

BUSINESS & SOCIETY

YORK UNIVERSITY — Faculty of Arts, Division of Social Science, invites applications for a three-year contractually limited appointment at the assistant professor level commencing July 1, 1999. The Division is a department within

the Faculty of Arts, mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary Honours programs. The successful applicant for this position will hold a PhD and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching in both large and small group settings, and an ability to teach in interdisciplinary programs. She/he will have research interests in the interrelationship of economy, state, and society in Canada and its global context (political economy, public policy, business ethics, and so on) and will be expected to play a central role in developing interdisciplinary courses that explore business activities in their social, economic, political, and cultural context for the new Business and Society Program, as well as teaching one or more courses in political economy and/or public policy. Applications with CV and name of referees should be sent by 15 March 1999 to: Craig Heron, Chair, Division of Social Science, 5736 Keele Street, University of Toronto, Toronto M3J 1P3. Telephone (416) 978-5958. Candidates are asked to include a statement of research and teaching interests and sample publications, and have three referees send letters of reference directly to the Chair. Applications and letters of reference may be sent by fax to (416) 978-5574. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy

of employment equity, including affirmative action for women faculty. The Division of Social Science encourages applications from qualified members of visible minority groups, Aboriginal/First Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

CHEMISTRY

SAINT MARY'S UNIVERSITY — The Department of Chemistry, Saint Mary's University, Halifax, is seeking a chemist, for a full-time, two-year position at the Assistant Professor level. The successful candidate will possess a PhD degree and relevant research experience. Teaching responsibilities will be in the areas of introductory chemistry and analytical chemistry. The candidate will be expected to initiate an active research program. The position will commence as of September 1, 1999. Applications, including curriculum vitae, a statement of research interests and teaching philosophy and three letters of reference should be sent to: Dr. Adam Mark, Chair, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Phone: (902) 420-5555, fax: (902) 420-5261, email: adam.mark@smu.ns.ca. Closing date for applications: March 1, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website: <http://www.smu.ns.ca>.

CHEMISTRY & BIOCHEMISTRY

CONCORDIA UNIVERSITY — The Department of Chemistry and Biochemistry invites applications for an Extended Term Appointment in Organic Chemistry. Qualified applicant will have a PhD as well as teaching experience. The successful candidate will be responsible for all aspects of course design, instruction and evaluation in seven courses per academic year. Applications, including curriculum vitae, and three letters of reference should be sent to: Dr. J.A. Capobianco, Chair, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, Canada. Hiring is subject to budgetary approval. The closing date for applications is March 15, 1999. This is a five-year renewable appointment beginning on June 1, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CLASSICS

BROCK UNIVERSITY — The Department of Classics at Brock University invites applications for a ten-month limited-term appointment beginning August 1, 1999, subject to final budgetary approval. Applicants must have the PhD. The teaching load is three courses a term. Although there is some flexibility in the range of courses to be assigned, they will include two of the following: introductory Greek, introductory Latin, Greek archaeology, other upper-level Classics courses. Applicants should send a letter and curriculum vitae, and should arrange for three letters of reference to be sent to: Prof. Noel Robertson, Chair, Department of Classics, Brock University, St. Catharines, Ontario L2S 3A1. The closing date for applications is March 1, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply.

COMMERCE & ADMINISTRATION

CONCORDIA UNIVERSITY — The Faculty of Commerce and Administration is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 1999. Positions may be available in the following areas: Accounting, Management Information Systems, Decision Sciences (Statistics, Production/Operations Management, Finance, Management and Marketing). Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and the rank of Lecturer for limited term positions. Qualifications: (a) for visiting appointments, PhD and strong research record; (b) for limited term appointments, master's degree with relevant experience and professional designation where appropriate. Applicants for limited term appointments in Accounting should hold a professional accounting designation and/or a graduate level degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and to be active in research. Applicants for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. G. Kanan (Act), Dr. Hanshi Bezdade (DS & MSc), Dr. L. Switzer (Fin), Dr. K. Kordis (Mgmt), Dr. E.L. McSweeney (Mkt), Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Applications should be sent no later than March 31, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

COMPARATIVE LITERATURE

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal, and is committed to ensuring that the substantial number of hires anticipated over the next several years will secure for the future the best and produce intellectual environment on which it prides itself. The Department of Comparative Literature, Religion, and Film/Video Studies, University of Alberta, invites applications for a tenure-track position in the field of Comparative Literature, preferably with an interest in international popular culture, oral traditions, and cultural theory, but we are interested in all promising profiles. Candidates should hold a PhD in Comparative Literature and be prepared to provide evidence of scholarly achievement and of potential for teaching excellence. The appointment will be made at the rank of Assistant Professor, and will begin July 1, 1999. Entry level salary for assistant professor is currently \$40,538. Letters of application, CVs including all university transcripts, and letters from three referees should be sent by March 1, 1999. To: Dr. George Lang, Acting Chair, Department of Comparative Literature, Religion, and Film/Video Studies, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal

peoples, persons with disabilities, and members of visible minorities.

COMPUTER GRAPHICS & DESIGN

MCMASTER UNIVERSITY — Computer Graphics and Design. The School of Art, Drama, and Music at McMaster University invites applications for an appointment in Computer Graphics and Design at the rank of Assistant Professor, commencing July 1, 1999. Minimum salary at that time will be \$42,381. The successful candidate will have a MFA or PhD in a related discipline such as Art History. Teaching duties will include undergraduate courses in computer graphics, computer animation and the history of design. Candidate must demonstrate a commitment to research in such areas as the aesthetics of digital culture, technology and the visual arts, hypermedia, virtual reality and theories of visual space and have a proven record of teaching at the university level. The successful candidate will support and contribute to a new Combined Honours BA program in Multimedia to be offered at McMaster University beginning in September 1999. Letters of application including a complete curriculum vitae and a computer graphics and animation portfolio should be addressed to: Dr. J. Hartwell, Director, School of Art, Drama, and Music, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L3. Candidates should also arrange to have transcripts and three letters of reference sent directly to the above. Applications received by March 1, 1999 will be assured of consideration. The School of Art, Drama, and Music is a growing department of 15 persons and provides an environment that encourages interdisciplinary activities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities, and members of visible minorities.

COMPUTER SCIENCE

OKANAGAN UNIVERSITY COLLEGE — Computer Science, College Professor, Vernon Centre. Okanagan University College is the post-secondary education institution of choice for south central British Columbia. The only publicly funded university college in the Okanagan-Similkameen, OUC delivers degrees, diploma and certificate programs to approximately 7,000 students each year through a network of five campuses. It serves another 30,000 students through continuing education courses. OUC is a dynamic young institution with a mandate to provide quality educational needs of the next century. Some of the nation's most highly qualified personnel are attracted to OUC for its record of innovation, the intimacy of the regional communities, and its location in one of Canada's most beautiful four-season playgrounds. The result is a strong academic reputation in the country's post-secondary education industry, and recognition at provincial, national and international levels for OUC programs and projects. The Department of Computer Science in the Faculty of Science requires a College Professor to teach first year Computer Science courses to students in the Computer Information Systems diploma program, and to students in degree programs. Subjects may include Introductory and Advanced Programming, Digital Logic and Microcomputer Hardware, and Systems Analysis and Design. Prof. forms include PC, VAX, and Unix workstations. Some travel may be required. Required qualifications are a MSc. A minimum of two years of post-secondary teaching experience is preferred. The successful candidate must demonstrate a commitment to excellence in teaching and must be a team player. This is a continuing appointment

Dean, Faculty of Education

Applications and nominations are invited for the position of Dean of the Faculty of Education

York University's Faculty of Education is committed to intellectual and professional excellence and to community service. It is a dynamic and a growing Faculty that enjoys positive relations with school boards and its professional constituencies, as well as with other academic disciplines at the University. The Faculty offers two programs leading to the pre-service B.Ed. degree — the three or four-year concurrent program for students simultaneously enrolled in other undergraduate faculties, and the one-year consecutive program for prospective teachers who have already graduated in another discipline.

The Faculty offers graduate programs, a deaf education program, and field development programs that are offered cooperatively with area school boards. It is also the home of the Centre for the Study of Computers in Education. The Faculty values collaboration and an interdisciplinary orientation to education, as evidenced by its innovative staffing model in which tenure stream faculty work together with educators seconded from school boards and with colleagues from other faculties across the University. The York Campus is ideally situated at the centre of the Greater Toronto Area in an area of culturally diverse urban school settings in which the Faculty has a variety of innovative programs.

The successful candidate for Dean should have significant academic qualifications and experience, offer the faculty members both intellectual and administrative leadership, and be capable of maintaining the Faculty's positive internal and external relationships. The appointment is for a five-year term, commencing July 1, 1999.

Applications and nominations should be submitted by March 30, 1999 to:

The Secretary
Search Committee for the Dean of the Faculty of Education
5935 Ross Building
York University
Toronto, Ontario, Canada M3J 1P3

York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TENURE-TRACK POSITIONS IN BIOLOGY, FISHERIES BIOLOGIST & ANIMAL ECOLOGIST

The University of Northern British Columbia Biology Program, in the Faculty of Natural Resources and Environmental Studies, invites applications for two full-time tenure-track or tenured positions, with a proposed starting date of July 1st, 1999.

Each successful candidate must hold a PhD degree and preferably have some post-doctoral experience and a record of excellence in teaching. Candidates should have specialization in Fisheries Biology or Animal Ecology. Preference will be given to those who also have expertise in one of the following areas: animal diseases and parasites, animal behaviour, conservation biology. These appointments are expected to be at the Assistant Professor level, although senior candidates will be considered.

The Faculty of Natural Resources and Environmental Studies is a fully integrated Faculty that delivers undergraduate and graduate academic programs in social and natural sciences. In addition to teaching responsibilities, the successful candidates will be expected to develop vigorous and competitive research programs in their areas of expertise. The University is well equipped with laboratory, computing, GIS and field support equipment.

For more information about the University, the Biology Program and the Faculty of Natural Resources, please visit our web site at www.unbc.ca.

Please forward your curriculum vitae, list of publications, summary of research interests and the names and addresses of three referees (including telephone and fax numbers) to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: (250) 960-7300. Inquiries may be made to: Dr. Alex Hawley, Chair, Biology Program, (250) 960-5834. Applications will be accepted until the positions are filled. However, review of applications will begin on March 31, 1999.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

UNIVERSITY OF REGINA

The University of Regina is a mature university with an enrolment of more than 11,000 full-time and part-time students and an annual budget of \$90,000,000. Originating with Regina College in 1911, it became an independent university in 1974. With federation agreements with the Saskatchewan Indian Federated College, Luther College and Campion College, the University offers a broad range of teaching, research, and community service programs. The University of Regina is situated in beautiful Wascana Park, one of the largest urban parks in North America. World Wide Web Site: <http://www.uoregina.ca>

Director of Information Services

The University of Regina invites applications and nominations for the position of Director of Information Services.

The University's technological infrastructure has recently undergone an external review and the University is committed to improving and maintaining this infrastructure. The successful applicant will provide strategic leadership towards this end.

The University of Regina's infrastructure includes a campuswide ethernet, an administrative system based on client-server architecture using an Oracle database and SCT's software for university administrative systems (Banner), extensive use of UNIX, and of Novell file servers. Directing the work of a staff in administrative systems, research and candidates should have a post graduate degree or equivalent experience and education. A minimum of ten years working experience in the Information Technology industry with comprehensive experience in managing and supervision, and working in a collaborative environment; proven decision-making, administrative and financial management abilities, is expected.

Applications will be reviewed until the position is filled. Please direct inquiries and send applications or nominations, including a complete curriculum vitae and names of at least five references in confidence to: Dr. Jim Tomkins, Acting Vice-President (Administration), University of Regina, Regina, Saskatchewan, S4S 0A2.

The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian aboriginal people, persons with a disability, of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CAREERS SECTION • SECTION DES CARRIÈRES

effective August 3, 1999. This position is subject to budgetary approval. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three referees by March 15, 1999 to Competition No. 91AC28(08), Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may also be faxed to (250) 862-5475. Okanagan University College will consider all applicants for their interest. Only those applicants selected for further consideration will be contacted.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being the leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in designing, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, operating systems, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research experience in those fields, membership in an artificial intelligence, computer graphics, data structures design, or systems tools and methods. Successful applicants will be expected to develop and maintain a productive research program, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. With over 40 full-time faculty members, including new appointments in 1998, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department is an excellent program in pure and applied research. For further information about the Department, please contact: <http://www.uwaterloo.ca/CS/Dept/>. Applications should include a curriculum vitae and the names and e-mail addresses of at least three referees. The application should be directed to the Chair, Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or chair@uwaterloo.ca.

To expedite handling of applications, candidates should ask those named as referees to direct supporting letters to the same address. Applications are expected to commence during the 1999 calendar year. The Department will begin to consider applications in November 1998; applications will be considered as soon as they are complete and until February 28, 1999 as long as positions remain available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF CALGARY — The Computer Science Department at the University of Calgary is on the threshold of a substantial expansion pending final approval of funding and outstanding candidates for positions at the Assistant, Associate, and Full Professor levels. Our

preference is for candidates specializing in the areas of operating, distributed and database systems, graphics and visualization, programming languages, human-computer interaction, communications and multimedia, and software engineering. Applicants in all areas will be considered. Applicants should possess a doctorate in Computer Science or a related discipline, and particularly with respect to database systems, have a strong publication record. Applicants should be enthusiastic about contributing to the teaching and research in the Department, be committed to both internationally recognized research and effective teaching. It is a flourishing graduate program and extensive state-of-the-art computing facilities. Further information about the department is available at www.cs.uwaterloo.ca. The City of Calgary offers a very good quality of life, as well as innumerable opportunities for outdoor pursuits in the Rocky Mountains. Interested applicants should send a CV including the names of three individuals who would be willing to provide references, to: Dr. K. Looser, Chair, Department of Computer Science, University of Calgary, 2500 University Dr. NW, Calgary, Alberta, Canada T2N 1N4 (e-mail: looser@cs.uwaterloo.ca). Applications will be considered as they are received and the search continued until all available positions are filled. The University of Calgary respects, appreciates and encourages diversity.

COMPUTING & INFORMATION SCIENCE

QUEEN'S UNIVERSITY — The Department of Computing and Information Science invites applications for several open tenure-track and part-time positions at the Assistant and Associate Professor levels. Queen's University is one of the top universities in Canada and is well known for the high quality of its students and faculty. Queen's University is situated in Kingston, a beautiful and historic city, which is located on Lake Ontario within easy travelling distance of Toronto, Montreal, Ottawa and Syracuse. Kingston offers the amenities of a large city and the comfort of a small city. The Department of Computing and Information Science, which has 19 faculty, 21 staff and approximately 1,000 graduate students, is committed to excellence in both research and teaching. The faculty are doing research in a number of areas of computer science, including: computational linguistics, molecular science, robotics and perception, software technology, database systems, computational geometry, parallel computing, and artificial intelligence. Applications for the tenure-track positions should have a PhD degree in computer science or a related field in the area of computer science. Applicants in software engineering, artificial intelligence, computer architecture, computer networks and all related fields. The successful candidate will be expected to develop an active research program and to teach effectively at the undergraduate and graduate levels. Salary is commensurate with qualifications and experience. Applicants for these positions should also have a PhD degree in computer science or a related field. The focus of the term positions is on undergraduate teaching. The successful candidates will be expected to teach introductory-level computer science courses as well as advanced undergraduate courses in their area of expertise. Applicants are requested to send a curriculum vitae, including a list of publications and the names of three references, and copies of up to three recent papers to: Dr. Janice Glasgow, Chair, Department of Computing and Information Science, Queen's University, Kingston, Ontario, Canada K7L 3N6. Openings are for July 1999 and beyond. Screening of applicants will begin immediately and continue until all positions are filled. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

CRIMINOLOGY

UNIVERSITY OF OTTAWA — The Department of Criminology invites applications for a tenure-track position at the level of Assistant Professor beginning July 1, 1999. Candidates must have a PhD in Criminology or a related discipline, or be near completion. The position is in support of a proposed PhD in Criminology which the Department hopes to offer. The field of specialization is the creation and reform of criminal justice policy. Competence in one of the areas of socio-legal studies, theory, research methodology, and policy and society would be an asset. Bilingualism is a requirement for tenure at the University of Ottawa. At the time of hiring the successful candidate must be able to teach in English, have a passion for criminology, and possess French, in accordance with Canadian knowledge requirements, this position is directed to citizens and permanent residents of Canada. Please submit a curriculum vitae and the names, addresses and telephone numbers of three referees to: Dr. Daniel Desnoes, Chairman, Department of Criminology, University of Ottawa, Ottawa, Ontario K1M 6K5.

UNIVERSITÉ D'OTTAWA — Le Département de criminologie de l'Université d'Ottawa sollicite des candidats pour un poste régulier de professeur adjoint débutant à compter du 1er juillet 1999. Les candidats doivent avoir un doctorat complet (ou presque terminé) en criminologie ou dans une discipline connexe. La maîtrise de l'anglais est une condition préalable à l'obtention de la position. À l'heure de l'embauche, le candidat doit être capable d'enseigner en français, en plus de l'anglais, conformément aux exigences de la loi canadienne. La position est destinée à des citoyens et résidents permanents du Canada. Veuillez envoyer votre curriculum vitae et les noms et adresses de trois références à: Dr. Daniel Desnoes, Directeur, Département de criminologie, Université d'Ottawa, Ottawa, Ontario K1M 6K5.

DENTISTRY

UNIVERSITY OF MANITOBA — Applications are invited for a full-time, tenure track faculty position as Head, Section of Community Dentistry at the rank of Assistant Professor, commencing July 1, 1999. Subject to final budget approval, responsibilities will include: didactic teaching in the undergraduate and graduate programs, administration and development of the Faculty's major extra-mural programs, and undertaking, as well as supervising, research. Applicants should have a dental degree which permits licensure in Manitoba and an advanced degree in Community Dentistry/Health Dentistry (PhD preferred). Research salary and rank will be commensurate with qualifications and experience. A one day per week practice privilege is available. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and have three letters of reference sent to:

Dr. David Singer, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, MB R3E 0W2 (Fax: (204) 783-3313; E-mail: Dsinger@ms.umanitoba.ca). The closing date for applications is March 1, 1999.

UNIVERSITY OF MANITOBA — Applications are invited for a full-time, tenure track faculty position as Head, Section of Oral and Maxillofacial Surgery at the rank of Associate Professor or Professor effective July 1, 1999, subject to final budget approval. Responsibilities will include: (a) administration and teaching in the undergraduate and graduate programs, with emphasis on the Graduate Oral and Maxillofacial Surgery Program, as Director; (b) undertaking scholarly activity; and (c) service. Applicants must be eligible for licensure and registration as a specialist oral and maxillofacial surgeon in the Province of Manitoba, must possess or be eligible for the Fellowship of the Royal College of Dentists of Canada and Oral and Maxillofacial Surgery, and have suitable clinical, administrative and academic experience. An advanced degree is desirable. Salary and rank will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and have three letters of reference sent to: Dr. David Singer, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, MB, R3E 0W2 (Fax: (204) 783-3313; E-mail: Dsinger@ms.umanitoba.ca). The closing date for applications is March 1, 1999.



University of Alberta
Edmonton

Physical Education and Recreation

Applications are invited for three tenure-track positions, available July 1, 1999 (or by negotiation), in the Faculty of Physical Education and Recreation.

Candidates with expertise in the following areas are invited to apply by March 31, 1999:

1. Sports Psychology
2. Exercise Physiology/Exercise Biochemistry
3. Cultural Studies in Sport and Leisure

Successful applicants will have a doctoral degree and will be expected to teach in the undergraduate and graduate programs, supervise graduate students and have demonstrated their ability to develop an independent research program. For detailed information regarding each of these positions, please refer to the individual classified ads running in this issue.

The Faculty offers the following undergraduate degrees: BSc Kinesiology, BPE, BA (Recreation and Leisure Studies) and a BPE/BED. At the graduate level, the Faculty offers MA, MSc, and PhD degree programs as well as a MA/MBA in Sport and Leisure Management jointly with the Faculty of Business.

Further information about the U of A and the Faculty is available at www.ualberta.ca and www.per.ualberta.ca.

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure track faculty position in Oral Biology at the rank of Assistant Associate Professor, commencing July 1, 1999 or as soon after this date as possible. Applicants must have a PhD and/or D.M.D./D.D.S. and published evidence of research activity. Preference will be given to candidates with research experience in the biology of periodontal tissues. The successful candidate will be expected to develop a strong externally-funded research program. The Department of Oral Biology is multidisciplinary and carries out research in anatomy, biochemistry, cell biology, oral physiology and microbiology and developmental biology. Opportunities exist for collaboration with other dental basic science departments or the Health Sciences campus. The successful candidate will be required to teach cell biology to dental and dental hygiene students, and to participate in faculty courses at the graduate level. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. N. Fleming, Head, Department of Oral Biology, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W2.

Dr. N. Fleming, Head, Department of Oral Biology,

780 Bannatyne Avenue, Winnipeg, Manitoba,

Canada, R3E 0W2. E-mail: Nfleming@MSU.umanitoba.ca; Fax: 204-783-3313. Closing date for applications is March 31, 1999.

THE UNIVERSITY OF MANITOBA seeks a postdoctoral fellow in full-time, tenure track position as assistant professor in the Department of Restorative Dentistry, subject to final budget approval. Responsibilities include: didactic, pre-clinical and clinical teaching in predoctoral fixed orthodontics and orthodontic, the maintenance of clinical expertise through dental practice, scholarly activities and service to the University and the community. Each applicant should have a dental degree which permits licensure in Manitoba and should be eligible for certification by The Royal College of Dentists of Canada or The American Board of Prosthodontics. An advanced degree as well as experience in teaching practice and research is highly desirable. Salary will be commensurate with qualifications and experience. Opportunity for internal or external practice is available. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. N. Fleming, Head, Department of Oral Biology,

780 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W2.

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CO-ORDINATOR OF EQUITY AND COMMUNITY ISSUES

The Co-ordinator will engage in mediation, education, program development and advisory duties for students, faculty and staff on issues of gender, sexual orientation, race, ethnicity and disability. The Co-ordinator will report to the President of the University.

The successful candidate will be a university graduate with front-line professional experience in equity and diversity activities, including mediation. Knowledge of human rights legislation, as well as, strong interpersonal, communication, and leadership skills are required. Willingness to pursue further training in required areas will be an asset.

Letter of application, including a resume and the names of three referees should be submitted by February 28, 1999 to:

Search Committee
Office of the President
St. Francis Xavier University
P.O. Box 5000
Antigonish, NS B2G 2W5

St. Francis Xavier University is an equal opportunity employer.

www.stfx.ca

DRAMA

MCMASTER UNIVERSITY — Drama. The School of Art, Drama & Music at McMaster University invites applications for a tenure-track position in Drama to begin July 1, 1999. The successful candidate will have a PhD with a specialization in the history of theatre and film. Candidates must demonstrate a commitment to research and have proven record of teaching at the university level. The successful candidate will be expected to teach a range of courses in an undergraduate Drama programme that integrates the practice, history and theory of theatre and film; and also to collaborate in student-directed productions and other theatrical activities. In addition to teaching and research, the appointee will be expected to take an active part in the administration of the Drama programme. Interest and ability in the use of multimedia technology in research and teaching will be an asset. Letters of application, including a complete curriculum vitae and an example of the candidate's research, should be addressed to: Dr. Hugh Harwell, Director, School of Art, Drama & Music, T3H 414, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Candidates should also arrange to have transcripts and three letters of reference sent directly to the above. Applications received by March 1, 1999 will be assured of consideration. The School of Art, Drama & Music is a growing department of 16 persons and provides an environment that encourages interdisciplinary activities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Petro Canada Chair of Applied Seismology. The Department of Earth Sciences at Memorial University of Newfoundland, invites applications or nominations for the Petro Canada Chair of Applied Seismology. The position will undertake research in seismology applicable to the exploration for, and exploitation of, hydrocarbons. The already established Chair has been pivotal in the success of the Memorial University Seismic Imaging Consortium (MUSIC), an industry-university group focusing on research problems of broad interest to the petroleum industry. The Chairholder will have co-located appropriate for a tenure-track appointment at the rank of Associate or Full Professor. Strong interaction with the exploration industry in general, and with Petro Canada in particular, is anticipated. Candidates should have an excellent record of research in the area of applied seismology, proven professional commitment to the petroleum industry, and effective research involvement with industry being a significant asset. The Chairholder will join an active department of 25 faculty members with a wide range of interests relevant to the Chair, as well as close collaboration with industry and governmental bodies, locally, nationally and worldwide. The department has a well established applied seismology group with excellent acquisition and computing facilities. Normative, or applications accompanied by a curriculum vitae, and the names of at least three referees, should be sent to Chair of Petro Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, N1A 3X9, Canada. AIB 3X5. Processing of applications will commence in mid-March 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified persons. The position is invited to include their resume for qualified partners with other job opportunities. Additional information is available at <http://www.mun.ca/earth> or by contacting: Dr. Gerry Quinlan, PhD, P.Eng., Professor and Head, Earth Sciences Department, Tel: (709) 737-2334; Email: gquinlan@mun.ca.

DALHOUSIE UNIVERSITY — Department of Oceanography and Earth Sciences. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 1999. This position results from conversion of the two-year limited term appointment, advertised in the October, November and December 1998 issues of this publication. Applicants for the limited term position need not submit an original application. Qualifications include: a PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. The advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. A smoke-free working environment is provided. Applications will be considered until the position is filled. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. M. J. Allen, Professor, University, Waterlool, Ontario, N2L 3C5.

ECONOMICS

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 1999. This position results from conversion of the two-year limited term appointment, advertised in the October, November and December 1998 issues of this publication. Applicants for the limited term position need not submit an original application. Qualifications include: a PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. The advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. A smoke-free working environment is provided. Applications will be considered until the position is filled. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. M. J. Allen, Professor, University, Waterlool, Ontario, N2L 3C5.

EDUCATION

ST. FRANCIS XAVIER UNIVERSITY — Tenure Track Position in Teacher Education. The Education Department, St. Francis Xavier University, invites applications for two tenure-track positions to begin July 1, 1999. St. Francis Xavier University is in the final stages of a full-scale renovation of new faculty for its restructured B.Ed. and M.Ed. programs. The new two-year B.Ed. program has diversity, equity and technology as major program goals and prepares elementary generalists, and secondary specialists in field teachable areas. The 18 full-time faculty are engaged in fulfilling professional service responsibilities for Mink and Physical Canada; they are involved in Curriculum and Educational Administration, and are the lead provincial institution for Educational Administration. Our faculty team is committed to a collaborative culture in teacher education that advances professional and research partnerships with teachers, administrators, schools and school boards in rural Nova Scotia and beyond. Candidates should have a PhD, teaching experience and several years of successful teaching experience.

preferably at the elementary level, and have primary research and teaching interests in one of the following areas: 1) Physical Education: Elementary and middle years focus on curriculum development, assessment, and evaluation. Additional teaching experience in one of the following areas is desirable: physical education, elementary education, environmental education, or quantitative research in psychology. Candidates should send a curriculum vitae and curriculum vitae, and arrange for three letters of reference to be forwarded to: Dr. Jeff D. Chitt, Education Department, Box 5000, St. Francis Xavier University, Antigonish, Nova Scotia, NS B2G 2W5. For further information concerning these positions, please contact Dr. Chitt at 502-867-2241 or jchitt@stfx.ca. Resumes will be received until February 28th, 1999. These positions are subject to funding approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Francis Xavier University is an Equal Opportunity Employer. **BROCK UNIVERSITY** — Faculty of Education, Curriculum Processes: Design, Implementation and Assessment. The Faculty of Education at Brock University invites applications for a tenure-track appointment at the Assistant Professor level. Preferred candidates will possess an earned doctorate or equivalent and will have demonstrated excellence in teaching and research. They will have a knowledge base in teacher education and will possess or show evidence of the ability to develop a record of scholarly work in the field of curriculum processes with an emphasis in language arts or another subject specialty. Prior teaching experience at the elementary, secondary, or post-secondary level will be an asset. Responsibilities of this position include teaching at the graduate level in curriculum processes, and may include teaching in the Pre-Service Department in language arts or another subject specialty area. Supervision of both BEd and MEd students will also be expected. The home department in the Faculty of Education for this position is the Graduate Department with a cross appointment to the Pre-Service Department and the Continuing Studies Program. Applications must include full curriculum vitae and a cover letter, and be accompanied by three letters of reference, addresses and phone/fax numbers: 1) M. J. Allen, Director, Faculty of Education, Brock University, 1800 Ontario Street, St. Catharines, Ontario L2S 3A1. The deadline for applications is March 12, 1999. The appointment will commence July 1, 1999. Subject to final budgetary approval, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites applications for a full-time tenure-track appointment in Physical Education at the rank of Assistant Professor. The appointment becomes effective July 1, 1999. Candidates should possess an earned PhD in Education with a major in physical education, or experience in teaching physical education, or experience in teaching physical education, or experience in teaching physical education, or experience in teaching physical education. Teaching candidates possessing experience at the university level, and secondary level. Duties include physical education, supervision of a program of research and scholarship. The University is committed to employment equity. Members of the Disabled Group (physical and visible minorities) are encouraged to identify themselves in their application. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Filing this position is subject to budgetary approval. Applications should be sent to: Dr. A.D. Graham, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon S7N 3W1, Canada. Phone: 306-966-7538 Fax: 306-966-7638. Email: ralph.fram@usask.ca. Closing date for applications: March 15, 1999.

UNIVERSITY OF VICTORIA — School of Psychology. The Faculty of Education, University of Victoria, invites applications for a tenure-track appointment at the Assistant Professor level in psychology (graduate preparation). Candidates should have teaching experience in the public school system, be prepared to supervise student teachers, and have the ability to teach courses in elementary and secondary teaching methods. The opportunity exists for the supervision of graduate students. A doctoral degree, evidence of effective teaching, and a promising publication record in refereed journals related to pedagogy are required, as well as the ability to develop a productive research program supported by a grant of research. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications, including curriculum vitae and the names, addresses and phone numbers of three referees should be submitted by March 31, 1999 to: Dr. David Docherty, Director, School of Psychology, University of Victoria, P.O. Box 1800 STN CSC, Victoria BC V8W 3P4. Telephone: (250) 721-8375; Fax: (250) 721-6601; Email: d.docherty@uvic.ca.

UNIVERSITY OF VICTORIA — The Department of Psychological Foundations in Education, University of Victoria, seeks applicants for a tenure-track position at the Assistant Professor level in Special Education, beginning July 1, 1999. Candidates should have the PhD or Ed. O. in educational psychology, with emphasis in special education. Successful candidates will have a strong research interest in the field of special education, and needs students in the schools is desirable. Responsibilities include teaching undergraduate and graduate courses in learning and behaviour difficulties, educational exceptionalities, diagnosis and remediation of learning problems. A commitment to a personal research program and to the supervision of graduate students in research is required. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications, which should include a curriculum vitae and the names of at least three referees, should be received no later than February 28, 1999.



Faculty & Librarian Positions University of Windsor

Faculty Position Engineering—Control Systems

Applications are invited for a cross appointment position in Electrical & Computer Engineering and Mechanical & Materials Engineering at a senior rank in the area of Control Systems commencing July 1, 1999. The candidate should show evidence of strong research potential/ability and excellence in teaching. A relevant engineering-related PhD is required. Eligibility for registration as PEng in Ontario is desirable. The position involves teaching courses related to Control Systems at graduate and undergraduate levels and supervision of graduate students.

Please send applications, including a detailed curriculum vitae, the names of three references, and teaching evaluations, if available, by March 19, 1999 to: Chair, Electrical & Computer Engineering, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4; Tel: 519/253-3000, ext. 2570; Fax: 519/971-3659; E-mail: soltsis@uwindsor.ca.

Librarian Positions Science Librarian—Tenure Track

The Leddy Library seeks an innovative, dynamic professional with key leadership skills to provide proactive support and services for the College of Engineering and Science. Applicants must have the education and technical competence to identify, evaluate, and enable access to electronic information resources in science and engineering. The successful candidate will possess the strong independent learning and communication skills necessary to implement training of both onsite and remote users. Responsibilities will include the development and management of collections in all formats for assigned science/engineering disciplines.

Reporting to the Head, Reference Services, the successful candidate will be joining a dynamic team and will be expected to contribute to the overall planning and management of library services.

A Master's degree in Library or Information Science from an ALA accredited school or equivalent qualifications are required. A degree in Science or Engineering is also required. Preferred

qualifications include familiarity with GIS, HTML, SASS or SPSS. Rank will be commensurate with experience. Starting date: July 1, 1999.

Systems Librarian—Tenure Track

The Leddy Library seeks an innovative, dynamic professional to join their Systems Department. Applicants will have the record of experience and technical skills needed to fully contribute to the future development of library computer systems, in support of instruction and research on campus. The successful candidate will have experience in web site development and demonstrated knowledge of HTML and web site design. The candidate will have strong knowledge of Endeavor's Voyager System or other integrated library systems; an understanding of 239.50 and library-related protocols; and familiarity with authentication and rights management issues. The candidate would be expected to contribute to work-flow enhancements for library staff and to training efforts for the campus in information technologies.

Reporting to the Head, Systems Department, the successful candidate will be joining a dynamic team and will be expected to contribute to the overall planning and management of library services.

A Master's degree in Library or Information Science from an ALA accredited school or equivalent qualifications are required. Preferred qualifications include a degree in Computer Science, familiarity with GIS, XML, SGML, SQL, EDI, and relevant ANSI/ISO standards. Rank will be commensurate with experience. Starting date: July 1, 1999.

Please send a curriculum vitae and the names of three referees by March 19, 1999 to: Gwendolyn Ebbert, University Librarian, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4; Tel: 519/253-3000, ext. 3161; Fax: 519/971-3658; E-mail: gebbett@uwindsor.ca.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.



MATHEMATICS EDUCATION Faculty of Education

The Faculty of Education, Memorial University of Newfoundland, invites applications for a tenure-track position in the area of Mathematics Education, commencing September 1, 1999 (or earlier, if possible).

Appointments are normally made at the Assistant Professor level. Normal qualifications include an earned doctorate. Candidates should also have documented evidence of successful intermediate/secondary mathematics teaching experience.

Duties of this position include some combination of undergraduate and graduate teaching, internship supervision, thesis and other graduate supervision, research and professional development activities and the ability to contribute in the areas of statistics, technology, and distance education would be an asset.

The closing date for receipt of applications is November 30, 1999. Applications including curriculum vitae and the names of at least three referees should be submitted to:

Dr. Terry Piper, Dean
Faculty of Education
Memorial University of Newfoundland
St. John's, Newfoundland A1B 3X8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from women and members of visible minorities. Memorial University is committed to employment equity.

Position is subject to budgetary approval.

the degree that works

CAREERS SECTION · SECTION DES CARRIÈRES

Please send or fax applications to: Dr. Walter Muir, Chair, Department of Psychological Foundations in Education, Faculty of Education, University of Victoria, P.O. Box 1800, Victoria, B.C. V8W 2N4. Fax: (250) 721-6190. Phone: (250) 721-7799. Email: wmuir@uvic.ca. Internet: http://www.educ.uvic.ca/

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF CALGARY — Please see our ad for Assistant Professor, Educational Psychology, on page 15.

ENGINEERING

UNIVERSITY OF MANITOBA — The Department of Civil and Geological Engineering invites applications for a tenure-track Assistant Professor position in geotechnical engineering with a starting date of September 01, 1999 or as soon as possible thereafter. The starting salary is in the range of \$55,000 to \$80,000. The Department has thirteen faculty members, eight support staff and nearly two hundred undergraduates. Over \$15 million is attracted annually in research funding and approximately ninety students are enrolled in graduate studies. A well-equipped geotechnical engineering laboratory and a computing facility are available for research. The web page www.umanitoba.ca/civil contains information on academic and research programs in the Department. The successful candidate will hold a PhD degree or equivalent in geotechnical engineering. An undergraduate

degree in civil engineering is preferred. Outstanding candidates who are in the final stage of completion of a PhD are also encouraged to apply. Candidates must be either registered or eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba. Industrial experience will be considered an asset. The duties of this position are teaching at the undergraduate and graduate levels, supervision of graduate students, and development of an externally funded research program. We are particularly interested in candidates with a strong research background in geotechnics and/or geoenvironmental engineering. Candidates in other areas of geotechnical engineering will also be considered. The Department is in the process of establishing an industrial research Chair in infrastructure renewal. The successful candidate will be expected to collaborate with the Chair and colleagues in geotechnical engineering. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal Peoples, and persons with disabilities. This recruitment is directed to Canadian citizens and permanent residents. The position is subject to final budget approval. Applicants should forward a detailed curriculum vitae, a statement concerning research and teaching interests, transcripts of all degrees, and names and addresses (if available) of three references to: Professor Nimal Rajapaksa, P.Eng., Head, Department of Civil and Geological Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email: rajapaksa@umanitoba.ca). The closing date for applications

is March 15, 1999. Please refer to position RAEM791 in all correspondence.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a number of probationary (tenure-track) positions, at the rank of Assistant Professor, from electrical engineers with earned PhDs. Preference will be given to applicants specializing in one or more of the following areas: communication systems, communication networks or circuit design, computer engineering, power electronics and digital electronics. Individuals specializing in other areas are also encouraged to apply as all qualified applications will be considered. Applicants with a proven record of scholarly contributions may also be considered for the rank of Associate Professor. For junior positions, a demonstrated potential for high quality research and teaching is required. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, work effectively with colleagues in the department and must be, or be qualified and prepared to become, licensed Professional Engineers in the Province of Ontario. If desired, term appointments may also be considered. These positions are subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names, addresses and phone numbers of three references to: Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.



CANADIAN RESEARCH SCHOLARS DEPARTMENT OF ANATOMY

The Department is seeking individuals to sponsor for Canadian Scholarship Awards. Candidates should have a Ph.D. and/or M.D. in an appropriate biological science and a minimum of two years of postdoctoral experience. Selected applicants will be required to submit Scholarship and Research Applications by September 1999. Members of the Department utilize modern molecular, cellular and organismal approaches to examine broad questions in neuroscience, cancer, cell and developmental biology. The successful applicant will be expected to complement and extend the departmental expertise and will also have an opportunity to participate in a broad range of departmental teaching activities.

Applicants should send their curriculum vitae, names of three individuals willing to furnish letters of reference and an outline (1-2 pages) of their proposed research program to: Dr. W.K. Ovalle, Head, Department of Anatomy, Faculty of Medicine, University of British Columbia, 2177 Wesbrook Mall, Vancouver, BC Canada V6T 1Z3. The deadline for applications is March 31, 1999.

This is a full-time grant tenure track position at the rank of Assistant Professor. The anticipated start date is July 1, 2000. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Women's Positions in Science

The Faculty of Science anticipates nominating a number of highly qualified women for Natural Science and Engineering Research Council University Faculty Awards in the competition, which closes November 1, 1999. Successful nominees would assume a tenure-track position at the rank of Assistant Professor in the Faculty normally effective July 1, 2000. Placement on the salary scales would depend on experience. (The current salary range at the Assistant Professor level is \$41,245 - \$58,705).

The Faculty of Science has six departments: Biological Sciences, Chemistry, Computer Science, Geology and Geophysics, Mathematics and Statistics, and Physics and Astronomy and offers programs in Earth Science and Environmental Science jointly with the Faculty of Social Sciences. High emphasis is placed on the quality of research, as well as the commitment to provide exceptional quality programs of instruction, which integrate research into the curricula. Visit www.ucalgary.ca/UoC/faculties/CSC.html. Highest priorities for potential appointments are in the Biological Sciences, Chemistry, Mathematics and Statistics, and Physics and Astronomy, but applications in other disciplines within the faculty will also be considered.

In accordance with NSERC regulations for the awards, applicants must be female and Canadian citizens or permanent residents. Applicants must either hold a doctorate degree, or have completed all the requirements for such a degree by the time they take up the appointment. Post-doctoral experience would be a strong asset, particularly in the laboratory sciences. For more detailed information about the University Faculty Awards program, see www.nserc.ca/programs/sf/JFA_e.htm.

Applicants should submit their cv's, two copies of preprints and reprints, a summary of research interests and a detailed research proposal along with a teaching dossier providing information about teaching experience and philosophy to: P. M. Boorman, Dean of Science by April 30, 1999. Fax: (403) 282-9154. E-mail: boorman@ucalgary.ca. They should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

Numata Chair in Buddhist Studies

The University of Calgary invites application for the position of Chairholder of the Numata Chair of Buddhist Studies for the 1999 Fall term (September 1 - December 31, 1999), and/or the 2000 Winter term (January 1 - April

30, 2000). The successful candidate will be responsible for one graduate level course to be cross-listed with one upper level undergraduate course in Buddhist Studies in the Department of Religious Studies, and public lectures in Calgary and Lethbridge during tenure.

The Department of Religious Studies offers BA, MA, and Ph.D. degrees in three areas including Eastern Religions. The University also offers an interdisciplinary program in Asian Studies.

Applicants should have an outstanding publication record, teaching experience in Buddhist Studies, and Professorial status. Salary, at the Full Professor level, will be commensurate with experience. Full return airfare will be paid for the Chairholder and spouse (when accompanying the Chairholder for the full period of appointment). In addition, there will be an allowance for research.

Applications with an up-to-date curriculum vitae, should be sent to: Dr. L.T. Bruton, Vice-President (Research), Fax: (403) 289-8926.

Please note applications will be received until December 31 of each year for the following year. Applications are encouraged from non-Canadians as well as Canadians and permanent residents of Canada.

Full/Associate Professor

The Faculty of Continuing Education seeks a flourishing teacher and scholar for a senior tenure-track appointment at the Full or Associate Professor rank, depending on qualifications and experience. Preference is given to applicants with the interest and aptitude for a concurrent appointment as Program Director of the Master of Continuing Education.

The Faculty offers a Master of Continuing Education (MCE) specializing in workplace learning. Now in its fifth year, this innovative degree is attracting highly motivated professionals from across Canada. Using a dynamic blend of face-to-face and technology-based methods, the Master's develops tomorrow's leaders in the study and practice of learning in the workplace.

As a senior member of our interdisciplinary team and Director of the MCE, your primary task is to take this exciting program forward. You are engaged in all aspects of faculty activity, ranging from teaching and advising students to building business and community partnerships, including program expansion. You are expected to make substantial contributions to scholarship, as well as to university and public service.

Qualifications: An earned doctorate with an emphasis in workplace learning, adult education, organizational behaviour, human resource management, or a

related field. You must also demonstrate a record of effective teaching and significant scholarship, consistent with a senior appointment, as well as effective management and leadership. Definite assets would be experience in teaching with technology computer-mediated communication, teleconferencing, etc., success in obtaining research grants, job experience/consulting in workplace learning outside the academic setting, and administrative/managerial experience, including budget.

The preferred starting date is July 1, 1999. The salary scale for the appropriate level of appointment will apply. For further information about the Faculty of Continuing Education, please consult our web site: <http://www.ucalgary.ca/cted>

The closing date for applications is February 26, 1999. Please send a letter of application and a resume, together with the names, addresses, telephone and fax numbers of three referees, to Professor Iwan Saunders Chair, Academic Selection Committee, Faculty of Continuing Education.

Assistant Professor

The Department of Educational Psychology invites applications for an Assistant Professor tenure track position in Counselling Psychology or related dual area, effective July 1, 1999. Requirements include a doctorate in Counselling Psychology, a versatile teaching capability, and a strong focus in psychological assessment. Expertise in qualitative research methodologies would be an asset. Applicants should demonstrate a strong research record and/or potential in one or more of the following fields: intercultural counselling, school counselling, gender issues, counselling process and counsellor education. Candidates must be eligible for chartering as psychologists in the Province of Alberta.

The successful candidate will be expected to teach at both the undergraduate and graduate levels, to maintain an active research program, supervise graduate students and engage in service activities at the department, faculty and university community levels.

Applications, including a curriculum vitae and the names of three referees, should be sent prior to March 15, 1999 to the attention of Dr. L. Winchester, Dean, Faculty of Education.

Director, Calgary Institute for the Humanities

Applications and nominations are invited for the position of Director of the Calgary Institute for the Humanities for a term of three to five years with the possibility of renewal.

The Calgary Institute for the Humanities at the University of Calgary fosters

advanced study and research in a broad range of subject areas. It supports work in the traditional humanities disciplines such as languages, literature, and philosophy, as well as in the philosophical and historical aspects of the social sciences, sciences, arts, and professional studies. The humanities are thus not conceived as a specific group of academic disciplines but as including all forms of study which explore human reality and experience, guided by literature and history as well as by philosophical analysis and reflection.

In addition to its role at the University of Calgary, the Calgary Institute for the Humanities seeks to encourage humanistic study outside of the university, and to establish dialogue between the academic community and the general public.

Current programs of the Institute include annual fellowships, post-doctoral fellowships, visiting research fellowships, senior research fellowships, development of research networks, and community seminars. The Institute undertakes appropriate sponsored research projects and has an active publication program.

The Director is responsible for the Institute and is aided by an Executive Council and an Advisory Council drawn from outside the University.

The successful candidate will have:

- a record of nationally and internationally recognized scholarship in a relevant discipline;
- a commitment to broad interdisciplinary studies;
- the ability to communicate with various communities at the local and national levels;
- the ability to raise funds at the local and national levels;
- interpersonal skills essential for communications with Department Heads, Deans, and other University personnel;
- relevant experience of academic administration.

The position is full-time and, on leaving the directorship after completion of the term of appointment, the incumbent will be given an appointment in an academic department at the University.

Nominations and applications should be received by March 15, 1999 and addressed to: Dr. Len Bruton, Vice-President (Research), Fax: (403) 289-8926

Electrical and Computer Engineering

18 Tenure Track and Limited Term Positions Available

The Department of Electrical and Computer Engineering seeks applications for tenure-track faculty appointments at the Assistant/Associate/Full Professor level in the general areas of computer

engineering, software engineering, and electrical engineering. We are particularly interested in qualified applicants with a demonstrated background in computer architecture, operating systems, software architectures, processes, reuse, metrics, reliability, quality, empirical software methods, embedded systems, distributed systems, microelectronics, instrumentation, communications, signal processing, controls, electromagnetics, wireless communications, rf design, electronics, system engineering, biomedical and bioelectronics.

The Department wishes to fill two positions, effective July 1, 1999:

- (1) a tenure track assistant professor position in microelectronics; and
- (2) a four-year limited term assistant professor position in controls. We wish to fill sixteen more positions at the assistant/associate/full professors and instructor levels to support a major expansion subject to funding effective September 1, 1999. Candidates should have a Ph.D. in computer engineering, software engineering or electrical engineering. Successful candidates must have excellent academic credentials and an ability to develop a strong independent research program, and to teach effectively at the undergraduate and graduate levels. Rank and salary are commensurate with qualifications and experience.

The Department offers degrees at the Bachelor, Masters and Doctoral levels in Electrical Engineering, and an MSc in Electrical Engineering with a specialization in Software Engineering. Degree programs will soon be introduced in Computer Engineering and Software Engineering, subject to funding. For detailed information about the Department, please see our website: <http://www.enel.ucalgary.ca>

Applications should include a curriculum vitae, the names and addresses of three confidential referees, and be sent to: Dr. Ronald H. Johnston, Head, Department of Electrical and Computer Engineering, E-mail: rundel@enel.ucalgary.ca, Fax: (403) 282-6855. The search will continue until all positions are filled. Applicants are encouraged to apply by March 30, 1999.

Applications from women are strongly encouraged. At the present time Canadian Immigration allows international applications to be processed concurrently with Canadian applications.



UNIVERSITY OF CALGARY

Unless otherwise stated, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. For the most recent information on available academic positions, please check our website at www.ucalgary.ca/UoC/departments/HRAjobs/ads.htm University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4

CAREERS SECTION · SECTION DES CARRIÈRES

Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

DAKHOUSE UNIVERSITY — Petroleum Engineer
Developing The East Coast offshore oil and gas production industry is a major task that must be met to grow at a significant pace over the foreseeable future. To meet the needs of the industry Dakhous University has begun the process of recruiting highly qualified petroleum engineers in all key areas of petroleum and environmental engineers related to offshore production. Several positions will be backfilled through this research program. At this point, the Department of Civil Engineering is seeking to fill the position of Petroleum Engineer. The position is an appointment will be at the rank of Professor. It is required that applicants have practical industry experience in the field of petroleum engineering and the research needs of the petroleum industry. The candidate will be expected to teach graduate courses and to develop a high level of research in the field of petroleum engineering. Applicants from either academic or industrial settings are encouraged to apply. The review process for the position will be completed by the end of the year. To ensure that a suitable candidate has been identified Applicants interested in either position should send their resumes and references to: Dr. Hani H. Vaziri, Head, Department of Civil Engineering, Dakhous University, 1331 University Street, P.O. Box 1331, Dakhous, 13310. Applicants with a Canadian immigration requirement, the advertisement is directed to Canadian citizens and permanent residents only. Dakhous University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, women, and persons with disabilities and people of various ethnic backgrounds.

DALHOUSIE UNIVERSITY — Two Faculty positions in Oil and Gas Research. The East Coast offshore oil and gas production activities are underway and are expected to grow at a significant pace over the foreseeable future. To meet the needs of the industry Dalhousie University has begun the process of building a formidable research and training program in all key areas of petroleum and environmental engineering relat-

to offshore production. This program will be staffed by several new hires. At this point, the program is open to all petroleum engineers, two post-nominals, or senior level, Kilian chair, and one at a junior level targeted towards a female candidate. The challenges and opportunities of offshore production are discussed with basic experience in any areas of engineering; however, those with strong background in petroleum engineering are preferred. The Petroleum Engineering Department is at the rank of Professor is required that the applicant have a minimum of 10 years of experience and a solid understanding of the research needs of the petroleum industry. The candidate will be expected to teach graduate courses and to develop a research program in offshore petroleum engineering. Applicants from either academic or industrial sector are encouraged to apply. The salary for this position is \$100,000. The March 1, 1999 until a suitable candidate has been identified. NERC University Faculty Award in Petroleum Engineering. The sponsor will be the National Energy Research Council of Australia. Professor. Applicants must satisfy all of the criteria for the University Faculty Award, as specified by the University of Queensland. The position is open to those who have recently obtained a PhD and have not held a tenure track faculty position. Details regarding the award are summarized on the following website: http://www.nerc.unimelb.edu.au/Grants/UGA_ehtml. Responses will include teaching at the undergraduate and graduate levels, and maintaining a creative and vigorous research program in the areas of Petroleum Engineering, Civil Engineering, Environmental Engineering, or other related fields are encouraged to apply. The review period is from March 1, 1999 until a suitable candidate has been identified.

Applicants interested in either position should send a curriculum vitae and a list of three references to Dr. Hans H. Vazir, Head, Department of Civil Engineering, Dalhousie University, 1360 Barrington Street, Halifax, NS B3I 2X4, E-mail: civil.engineering@dal.ca, FAX: (902) 494-3108. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie Uni-

versity is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible people

APPLY TO: OFFICE OF WATERLOO The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor level. Applicants should have a PhD in Civil Engineering, a strong research record in one or more of the following areas: water resources management, the management of infrastructure, urban pavement design and management, and building systems. Research and teaching responsibilities will begin May 1999 or as soon as possible thereafter. Applicants may have potential or proven teaching experience in a wide range of subjects in Civil Engineering as well as undergraduate courses in General Engineering. Successful candidates are expected to have a wide range of subject matter in Civil Engineering (n.d.). In accordance with Canadian Immigration requirements the advertisement is directed to all qualified individuals. The University of Waterloo encourages applicants from all qualified individuals including women, members of visible minorities, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, a list of references, and a current address, telephone and fax number of at least three references. Mail to Professor Les Sykes, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the general area of thin film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently estab-

At the University of Waterloo, success in our research and teaching efforts in the field of Telecommunication Software Reliability. This prestigious named professorship was established with support from Bell Canada, a major contributor to the Telecommunications Research Institute of Canada (TRIC) program. The position is a tenure-track, with appointment to be made as an assistant or associate professor. The successful candidate will have a Ph.D. in computer science or engineering, with focus on telecommunication software. Substantial funding is available to support this research for an initial three years. The successful candidate will be eligible for matching funds (non federal) and provincial graduate awards and research initiatives to facilitate rapid ramp-up of the research program. The successful candidate will have a proven teaching load. The candidate should have a research record in software metrics, software reliability, and software testing. The successful candidate earned PhD in Software/Computer/Electrical Engineering, Computer Science or a closely related discipline, and strong commitment to research, teaching, and program development. The successful candidate will have a proven record in software reliability engineering, software testing or development. The incumbent will be responsible for the Telecommunication Software Reliability Laboratory at the University of Waterloo. This unique laboratory was established in 1994 with support from Bell Canada and the Government of Ontario. The laboratory issues related to the engineering and reliability operation of software embedded in telecommunication products and systems. More information on the Telecommunication Software Reliability Laboratory at the University of Waterloo is available in the Department of Electrical and Computer Engineering, University of Waterloo, 480 Keele Street, Waterloo, Ontario, Canada, with 40+ tenure-track faculty members, extensive facilities and top-grade research equipment.

dent body. It offers two undergraduate degree programs, in computer and in electrical engineering, and two graduate programs, at the M.A.Sc. and PhD level. The Department is housed in the W.G. Davis Centre for Computer Research, a modern, 300,000 ft² building. The University is located in a pleasant, two-university town of Kitchener-Waterloo (population ~250,000). Waterloo is an apex of the technology triangle of Canada, a

Microelectronics and Telecommunications Research Professorship. Dr. Miles, Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 2G1, Canada. The position is a full-time, permanent appointment. The position requires a Ph.D. in electrical engineering and a minimum of five years of research experience in the area of microelectronics and telecommunications. The advertisement is primarily directed to Canadian citizens and permanent residents. Applicants should be eligible for registration in the province of Ontario. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. The position is subject to the availability of funds. Description: The successful applicant will have expertise in design of photonic and/or microwave devices, and in the design and development of optical and wireless communication systems and networks. The individual will therefore be a member of the materials, devices and circuits theme area of the research group. The successful applicant will be a member in photonics, microelectronics, microelectronics and communications. Research interests may include one or more of the following areas: photonic and/or microwave devices, optical modulators, microwave planar circuits, packaging and integration of photonic/microwave components, applications of photonic and/or microwave devices to telecommunication systems. University of Waterloo currently has strong research activities in photonics, microelectronics, microelectronics and communications. The research group's research interests include photonics/microwave simulation and characterization labs, a departmental clean room with all the associated device and system clean techniques, a microwave laboratory with state-of-the-art equipment, and a microwave test facility. The appointee is expected to seek research funding from both government sources (e.g., NSERC, CITA, and the Government of Ontario) and industry. Research interests will include microwave and graduate courses covering (semiconductor, photonic and microwave devices, fiber-optic and wireless communication systems, and microwave and millimeter-wave photonic devices) will also be offered.

UNIVERSITY OF MANITOBA — The Department of Civil and Geological Engineering invites applications for a tenure-track Associate Professor position in water resources engineering with a starting date of July 01, 1999 or as soon as possible thereafter. The position may be offered with tenure under exceptional circumstances. The starting salary is in the range of \$60,000 to \$70,000. The Department (www.cge.umanitoba.ca)

to and further develop this partnership. A substantial start-up grant for four years, eligible for matching funds under HSEBC programs, have been offered by Manitoba's federal government. The program is open to industry and government agencies is required. In addition, candidates must possess excellent communication, teamwork and leadership skills. The University of Manitoba encourages applicants to be self-motivated, self-starters, and willing members of viable minorities. Aboriginal Peoples, and persons with disabilities and permanent residents. Applicants should send a letter of interest, resume, and a list of references (2-3 pages) highlighting professional achievements and a plan for future research, topics to live most significant publications, and names and addresses (in itemized included) of five references. For more information, contact the Department of Civil and Geological Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email: ap1993@cc.umanitoba.ca). The closing date for applications is 15th October 1993. Please refer to position R8739 in this correspondence.

THE UNIVERSITY OF NEW BRUNSWICK – The **Albert and Ena Stevens Post Doctoral Fellowships in Transportation**. The University of New Brunswick Transportation Group is seeking a recent PhD to support our ongoing role as the centre of excellence in Atlantic Canada. The group offers an active interdisciplinary graduate program in the areas of transportation planning and PhD levels. In addition, the group is intimately involved in outreach activities with various modal elements within the region. The successful candidate will be expected to contribute by participating in group and independent research projects, instruction, and interaction with graduate students. Areas of interest include transportation planning or engineering, transportation management, or transportation operations. The successful candidate will be offered an appointment for a two-year period with a salary commensurate with the status of the University of New Brunswick. The University of New Brunswick is committed to the principle of employment equity for further information, please contact: Dr. Robert G. Wilson, Coordinator, UNB Transportation Group, P.O. Box 4400, Department of Civil Engineering, University of New Brunswick, Fredericton, NB Canada E3B 6A1. Tel: (506) 453-4372. Fax: (506) 453-3568.

ENGLISH

UNIVERSITY OF SASKATCHEWAN — Department of English is seeking a full-time, permanent back position in the Department of English at the University of Saskatchewan as an Assistant Professor in Canadian Literature, to commence on 1 July 1999. The position is subject to budgetary approval. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. The Department offers a Master's degree program and the opportunity to appoint someone who can actively contribute to graduate supervision and research. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor P.M. Bidwell, Head, Department of English, University of Saskatchewan, 107 Main Mall, Saskatoon, SK S7N 0W6, no later than 15 March 1999. Applicants are invited to consult www.usask.ca/english for additional information about the appointment and about the department. The University is committed to Employment Equity Measures of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. We also invite applicants to

1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

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ALASPINA

University-College

Located on scenic Vancouver Island—with a main campus in Nanaimo and three regional campuses—Malaspina offers a comprehensive range of Academic, Applied, Career/Technology and Upgrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in ongoing scholarly activities in their field. We are now accepting applications.

Vice President, Instruction

Competition 99-1001
Closes 1 pm Friday, March 12, 1999

For full details, please click on **Employment Opportunities** on the Malaspina University-College website www.mala.bc.ca or call our 24-hour Job Line (250) 741-2562.

In accordance with Canadian Immigration requirements, this advertisement

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5

The University of Manitoba

**DEAN
FACULTY OF ENGINEERING**

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Engineering. This invitation is directed to qualified persons in the education, research, industry and government sectors. The appointment is expected to take effect on or about July 1, 1999 and have an initial term of five years.

The Faculty of Engineering enrolls 1400 undergraduate and 300 graduate students in a range of accredited undergraduate, masters and doctoral programs. The Faculty, through its "access" programs has been particularly successful and recognized nationally for its encouragement of participation by members of groups under-represented in Engineering education. With an annual operating budget of \$9 million and annual research expenditures from external sources of more than \$5 million, the Faculty of Engineering is a key unit in the University. The Faculty is also a member of the National Committee of Industrial Research Chairs in such areas as power systems, advanced manufacturing and nanotechnology. In addition, it participates in three Networks of Centres of Excellence and serves as the administrative centre for the Intelligent Sensing for Innovative Structures NCE.

Candidates for the Deanship should hold a doctoral degree or equivalent and hold, or be eligible to hold, professional engineering registration (PEng). They are expected to have a demonstrated commitment to visionary leadership, Faculty and Staff development, excellence in Engineering education and research, collaboration with industry and enhancement of the Engineering profession.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

The Advisory Committee will commence its review of applications and nominations no later than **February 15, 1999**. Applications must include a curriculum vitae, names of three referees, and a covering statement summarizing a vision of the faculty of engineering education research and professional service. Nominations and applications should be sent in confidence to: **Dr. J.S. Gardner, Vice-President (Academic) and Provost, Chair, Presidential Advisory Committee to Appoint Dean Faculty of Engineering, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2**. Fax: 204-251-1318. Further information is available from the following websites: <http://www.UManitoba.Ce> or <http://www.umanitoba.ca/faculties/engineering/enghp.html>.

LANDMARK
Consulting
Group

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The Enns Partners Inc.

70 University Ave.
P.O. Box 14
Toronto CANADA
M5J 2M4
Fax: 416-598-4328

Vice-President (Administration)
McMaster University

McMoster University invites applications and nominations for the position of Vice-President (Administration).

McMaster University is a research-intensive university with an enrolment of 20,000 full-time and part-time students, 3,000 employees, on operating budget of \$160 million and on annual expenditure of \$335 million. It has a comprehensive set of academic programmes, at both undergraduate and graduate levels, in Business, Engineering, Health Sciences, Humanities, Science, and Social Sciences. Additional information on McMaster may be obtained at www.mcmaster.ca.

The Vice-President (Administration) reports to the President and is responsible for a broad range of non-academic services in the University. The Vice-President will provide leadership to the administrative heads who are responsible for business management services, human resources, security, internal audit, physical plant, and risk management services. In addition, the Vice-President will maintain effective relationships with Ministry officials and, as a member of the President's team, will be expected to contribute to problem solving and resolution of a wide range of University planning and policy development in areas not strictly included in this portfolio.

The successful candidate must possess exceptional interpersonal and communications skills, a talent for administration, human resources management, and financial planning in a complex organization, and excellent analytical and organizational abilities. The capacity to interact effectively with the Board of Governors, and unionized and non-unionized staff, is essential. Outstanding leadership skills, combined with respect for decision-making through consultation and consensus-building, are also required. Honesty, integrity and a combination of education, experience and achievements that will command respect within the University, are essential. The successful candidate must have an appreciation for the teaching and research mission of the University.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To be assured of consideration, applications and nominations should be received by March 1, 1999. Responses should be directed to Mr. Jim Lundy, at the address shown at left.

...and ...

Memorial University of Newfoundland is committed to equity.

CAREERS SECTION · SECTION DES CARRIÈRES

Project is supported by the ongoing Native Philosophy Project at Lakehead University. Salary will be commensurate with experience. The starting date is August 1, 1999. We welcome candidates in any area of expertise in Indigenous Learning, though particular emphasis will be given to those with background and teaching experience in any one of the following areas: Indigenous knowledge, environmental studies, politics, health studies, women's studies, or Indigenous Peoples of the world. Applicants will be awarded until a position is filled. The position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, transcripts, teaching evaluations, samples of published work, and the names and addresses of three referees to: Dr. J. R. Wilson, Department of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, Canada, S7S 0E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is an affirmative action employer. Women, members of minorities, aboriginal peoples and persons with disabilities.

INFORMATION STUDIES

UNIVERSITY OF TORONTO — The Faculty of Information Studies invites applications for two tenure-stream positions at the Assistant, Associate or Full Professor level, to begin July 1999. The faculty, described by external reviewers as "highly regarded doctoral program in a program in highly regarded doctoral program, a comprehensive continuing education program, laudable research productivity, and first-class faculty-student relations," is well-positioned for the future with streams in Archives, Information Systems, and Library Studies. We seek individuals with design, research, or teaching interests in the areas of digital librarianship, partnerships with the Knowledge Media Design Institute, the Multilang Program in Culture and Technology, and other University-wide interdisciplinary collaborative programs. Recognizing the Faculty's commitment to excellence and innovation within a multicultural environment, we seek individuals who will have research specialization and strong teaching competence in at least one of the following areas including, but not restricted to: health information; digital libraries; information retrieval; competitive intelligence;

knowledge, intellectual knowledge, representational knowledge, and interpersonal knowledge. The successful international promoter is a leader in the field of international promotion. He or she must be fully in the Information Age. Candidates will be expected to teach, require, and participate in at least one of the following areas: any particular area of international promotion, any particular country, any particular region, any particular business, in addition to research and teaching. Masters and Doctoral levels, as well as senior on the job experience, are required. Applicants should have a minimum of 10 years of experience in the field, and should have demonstrated effective teaching and success in at least one of the research areas. Applicants who do not have a research experience will be considered on a case-by-case basis. The successful candidate will be a Canadian citizen, and permanent resident of Canada. Applicants, whose degrees are earned in a foreign country, should have a Canadian equivalent degree. The successful candidate will be a Canadian citizen, and permanent resident of Canada. Applicants, whose degrees are earned in a foreign country, should have a Canadian equivalent degree. The successful candidate will be a Canadian citizen, and permanent resident of Canada. Applicants, whose degrees are earned in a foreign country, should have a Canadian equivalent degree.

INFORMATION TECHNOLOGY

YORK UNIVERSITY – **Faculties of Arts and Science and Pure and Applied Science** **Faculty Position in Information Technology.** As part of a strategic initiative to develop a world class research program, York University is developing a new interdisciplinary program in Information Technology and research in the area of computer science and information science. Planned to commence in September, 1999, this interdisciplinary program draws upon existing strengths in Computer Science, Mathematics, Statistics, and Information Systems from the Faculty of Arts. The program is anticipated to grow to over 400 students in the next four years. We are seeking to make several appointments including a full-time position in the area of computer science and information science. The successful candidate will possess the following qualifications and experience, and could carry tenure at the start. Applicants should have a PhD and a strong record of research in computer science and information science. Applicants with research interests in networks, database systems, Human-Computer Interaction, and Information Systems are particularly encouraged to apply. Applicants with research interests or experience related to operations research, management information, computer graphics, and artificial intelligence are also encouraged to apply. The interdisciplinary nature of the program, the appointment could be in one or more of the following areas: Computer Science, Mathematics, Statistics, and Computer Science. Enquiries and applications, with curriculum vitae, should be sent to: **Dr. J. R. B. Brown, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario Canada M3J 1P3.** Email: drbrown@yorku.ca. Applications by fax will not be considered. Please send this to this address. At least one of the letters should address teaching. More

the College of Physicians and Surgeons of Manitoba. Full training and Certification in Gastroenterology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae, a list of publications, and three references should be sent to: Dr. Richard H. de Meester, Department of Internal Medicine, Room 6G430, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is March 31, 1999.

UNIVERSITY OF MANITOBA — The Section of Cardiology, Department of Medicine and the Winnipeg Hospital Authority Medicine Program invite applications for the position of an **Internist** to the position of **Cardiology Fellow** in the position of **Cardiology full-time, contingent position**. The rank and position will be dependent on experience and training. The position is open to an ambulatory patient care responsibility. Other clinical opportunities exist for activity in other areas of the hospital. The position is open to other Winnipeg hospitals and to rural centres. The position involves teaching to both undergraduate and postgraduate students. There are a number of departmental and sectional levels in addition to community education programs. There is a large research opportunities, including clinical research. The position is open to those in the Section. Candidates must have senior specialty qualifications in Cardiology in the country or abroad. The position is open to those with the College of Physicians and Surgeons of Manitoba. Certification in Cardiology by the American Board of Internal Medicine in Cardiology is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, the advertisement is directed to persons who are citizens of Canada, the United States or who wish to commensurate with experience and salary qualifications. Applications, accompanied by a curriculum vitae, should be sent to Dr. J. Duran, Head, Section of Cardiology, Room G-238, Health Sciences Centre, 220 Broadway, Winnipeg, Manitoba, R3T 5V6. The position is open until receipt of applications is closed on February 28, 1999.

Canadian Citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all individuals, including women, members of visible minorities, native people and persons with disabilities. This representative subject to the availability of funds.

Department of Kinesiology at the University of Waterloo seeks outstanding physiotherapists for a tenure-track position. The ideal candidate will have a PhD in kinesiology, a strong background in the physiological basis for disease and its related to physical activity. Candidates should have a strong research background and be able to solve problems related to the interaction of exercise with disease and injury. We are searching for expertise that can complement existing strengths in the areas of: epidemiology, cardiovascular and/or metabolic physiology and extend these programs to clinical research. The candidate must be motivated to participate in the research program of Ontario Disease related research, teaching at the undergraduate and graduate level and supervising graduate students. The successful candidate will be expected to recruit students and contacts to support their research program and graduate students. Opportunity for clinical practice also is available through the Faculty of Health Sciences. Please send your resume to Dr. Silvey to commensurate with qualification and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research programs in the areas of: Health and Human Sciences Research Clinics. This provides exciting opportunities for collaborative research with students and alumni. Please send resumes with demerolized student references to: Department of Kinesiology, University of Waterloo, 200 University Ave. Waterloo, Ontario N2L 3G1. The Department of Kinesiology is an inter-departmental department with expertise spanning the social to the physical sciences. We are seeking an individual with the determination to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals. The successful candidate will be expected to teach and supervise graduate students. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.kinesiology.uwaterloo.ca>. Research interests of faculty members should be covered listing, three references, and a curriculum vitae to: Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, 200 University Ave., Waterloo, ON N2L 3G1 or by Fax: 519-746-7675 or Email: frank@kinesiology.uwaterloo.ca. The closing date for applications is February 28, 1999 or when positions are filled. Please send your resume with demerolized student references and a curriculum vitae to: Department of Kinesiology, University of Waterloo, 200 University Ave., Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This advertisement is subject to the availability of funds.

LANDSCAPE ARCHITECTURE

UNIVERSITY OF MANITOBA — The Department of Landscape Architecture at the University of Manitoba invites applications for a full-time position of Lecturer in the Department of Landscape Architecture, effective September 1, 1999, preferably beginning July 1 for August 1, 1999, subject to final budgetary approval. Teaching responsibilities are in the areas of ecological principles and landscape design. Other responsibilities include research, design studio, other professional design and scholarly work. Other responsibilities include research and outreach. The candidate must have a MSc or PhD in Landscape Architecture or Ecology or a closely related field. In addition, a degree in Landscape Architecture or an environmental design discipline is desirable. Scholars should be able to demonstrate teaching ability and to develop and sustain a strong program of research. Salary range is \$50,000.00 to \$55,000.00 per annum, commensurate with experience. The University of Manitoba's Department of Architecture is dedicated to studies in the design of human settlements and the built and cultural environment. It consists of three graduate departments offering first professional degrees in Architecture, Landscape Architecture and City Planning; one department offering a post professional degree in Interior Design; and two undergraduate Departments of Architecture and Landscape Architecture. The University members have the opportunity to teach in the various departments, and to engage in interdisciplinary collaborative research. The University of Manitoba is an equal opportunity institution serving women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to all qualified persons. The University of Manitoba is an equal opportunity employer. All applicants should submit a full curriculum vitae as well as examples of creative and professional work and research activities by March 8, 1999, to the Department of Landscape Architecture, 515-100 Wilfrid Laurier Avenue West, 3rd Floor. Applicants should be referred to: Ail Sim, Senior Committee Chair, John A. Russell Building, Faculty of Architecture, University of Manitoba, 515-100 Wilfrid Laurier Avenue West, 3rd Floor, 444-2915, fax (204) 744-7532, email ail.sim@umanitoba.ca.

BRARY

THE UNIVERSITY OF WESTERN ONTARIO — Faculty of Law and Library System — Health Law Library and Legal Resources. The University of Western Ontario's Faculty of Law Library System invites applications for the position of Head, Law Library and Legal Resources. The successful candidate will report to the Dean of the Faculty of Law and to the University Director of Libraries. The University of Western Ontario's Faculty of Law is one of the leading law schools in Canada and is internationally recognized for its reputation and internationally. Current students enroll approximately 450 full-time students and approximately 1,000 part-time students. The faculty complement of 26 law professors, with a collection of 200,000 volumes and a full-time staff of seven, is one of the libraries which make up the Faculty of Law Library System. The successful candidate will be responsible for the development and maintenance of the library's information resources for law students and faculty but also serve the legal information needs of the practicing bar in the city of London and throughout southwestern Ontario. As the Faculty of Law continues to reach meaningful participation in the legal research community, the library will experience increased use of its resources by the local legal community. The Head, Law Library and Legal Resources will be responsible for the Dean of Law to ensure that the Faculty's goals are achieved with regard to the delivery of legal education and the provision of legal research and services to law students. The position will be instrumental in the delivery of legal research training to law students and in the development of a law schedule introductory legal research training

*The Faculty of Environmental Studies at the University of Waterloo
invites applications and nominations for the position of*

**CANADA TRUST/WALTER BEAN
VISITING PROFESSORSHIP IN THE ENVIRONMENT**

The intent of the Canada Trust/Walter Bean Professorship is to bring to campus one or more individuals with an interest in environmental issues for a period of at least one academic term but no more than 12 months (non-renewable) in the year May 2000 to April 2001. The professorship recipient(s) will interact with faculty and students to enhance the teaching and research programs of the Faculty of Environmental Studies. As well the recipient(s) of the Professorship will present at least one public lecture during their visitation.

The Visiting Professorship is not limited to academics. Individuals with relevant experience and ability to carry out the duties of the Professorship, will be given serious consideration.

Although the environmental areas of expertise are open, the following are of particular interest to the Faculty: sustainability, urban and resource development, business greening, environmental ethics, green culture, environmental adaptation and restoration, climate change, environmental design, ecotourism.

The Visiting Professor will receive a stipend, depending on qualifications and experience, and travel costs. The Visiting Professor will be responsible for her/his own accommodation costs.

Applications and nominations will be treated in confidence. Nominations are to be submitted by **15 May 1999** and applications by **30 May 1999**. Applications should be accompanied by an up-to-date curriculum vitae together with a proposal for activities to be undertaken while holding the Professorship. Nominations and applications should be directed, by mail, fax (519 746 2033), email (gmcmboyle@les.uwaterloo.ca) to: **Dr. Geoff McBoyle**, Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1.

The Faculty of Environmental Studies consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. In addition it has a Mapping, Analysis and Design technical unit that provides computing facilities to support teaching and research in GIS, remote sensing, computer-aided design, modelling and simulation. For additional information about the Faculty see: <http://www.fes.uwaterloo.ca/>.

Canada Trust and Imasco Ltd. funded the Visiting Professorship to honour the late Walter Bean, Vice President of Canada Trust (1969-73) and a well-known community leader in the Kitchener-Waterloo area. Mr. Bean was the President of Waterloo Trust prior to its amalgamation with Canada Trust in 1969.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities.



Executive Vice-President
University College of Cape Breton

The University College of Cape Breton invites applications for the position of Executive Vice-President.

The University College of Cape Breton (UCCB) was established more than two decades ago as Canada's first university college integrating liberal arts and science, engineering and business technology, and trades learning traditions into its degree, diploma and certificate programs. The newly expanded campus, serving well over 3,000 full- and part-time students and thousands more continuing learners, is situated on Cape Breton Island, Nova Scotia's tourism centerpiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and in-course work/volunteer experience enhance UCCB's position as an international leader in post-secondary education.

The Executive Vice-President will report to the President and Vice-Chancellor, and function as the chief operating officer of the university college. The EVP will provide leadership and direction to the full range of academic and administrative units which will report to the Office of the President through this position and thus ensure both excellence and innovation in both academic programming and all support functions. The position serves as Chair of the President's Advisory Council, Executive Chair of Academic Council and Secretary to the Board of Governors.

This opportunity will appeal to experienced post-secondary educational administrative leaders who have an interest in a broad range of portfolios and to individuals in government, business or the non-profit sector who have previous university or college experience and the enthusiasm and ability to apply their skills in a university college setting. Appropriate academic credentials and significant administrative/management experience will be required.

UCCB is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To be assured of consideration, applications and nominations should be received by March 1, 1999.

Responses should be directed to Mr. Jim Lundy, at the address shown at left.

70 University Ave.
P.O. Box 14
Toronto CANADA
M5J 2M4

Fox: 416-598-4328

CAUT BULLETIN ACPPU 18 FEBRUARY 1999 FÉVRIER

CAREERS SECTION • SECTION DES CARRIÈRES

first year students, teach a one-semester Advanced Law research course to third year students, teach all management and government public skills to interested students and faculty members on a voluntary basis, and ensure that the Commission continues to function effectively as a research and communication center. The Head, Law Library and Legal Resources will be the principal liaison between the Faculty of Law and the University Library. Qualified candidates will be responsible for the general operation of the Law Library, including planning and management of the library's services, staff and financial resources, the general direction of the Director of Libraries. This position requires a Law degree, a degree in library and information science from an ALA-accredited institution, previous experience in teaching legal research courses and methodologies, extensive knowledge of computer applications in a law school, detailed and extensive hands-on knowledge of databases used in legal research, knowledge of basic Internet resources, mastery of basic computer applications, including word processing, presentations, and telecommunications applications; excellent interpersonal and organizational skills; and demonstrated administrative abilities. Applicants will have 5-10 years experience in an academic law library, in positions of public service, administrative, and supervisory positions. The incumbent would be a member of the professional management Association, and governed by the salary scales and working conditions of that group. As well, the successful candidate will receive an appointment as an Assistant Professor (Limited Duties). Qualified candidates should send their resumes and the name of three referees to Dean Ellen E. Gilles, Faculty of Law, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for receipt of applications is February 28, 1999. The position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is an equal opportunity employer, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

YORK UNIVERSITY - Business and Government Publications Librarian - The University Libraries are seeking two energetic, creative librarians to work in the Business and Government Publications Library, located in the Schulich School of Business. The incumbent will be responsible for the collection, organization, and reference services to students and faculty members. The position requires a Master's degree in Library Science or a related field, and a minimum of five years experience in a university library. The successful candidate will be responsible for the collection, organization, and reference services to students and faculty members. The position requires a Master's degree in Library Science or a related field, and a minimum of five years experience in a university library. The successful candidate will be responsible for the collection, organization, and reference services to students and faculty members. The position requires a Master's degree in Library Science or a related field, and a minimum of five years experience in a university library.

requirements of the position, a current curriculum vitae and the names of two referees should be sent to: Chair, Business and Government Publications Library Appointment Committee, 310 Scott Library, York University, 4700 Keele Street, North York, Ontario M3J 1P3 Fax: (416) 736-9451. We appreciate all applications but are unable to acknowledge them individually. Only candidates being considered for an interview will be contacted.

MANAGEMENT SCIENCE

UNIVERSITY OF TORONTO - Management Science The Division of Management at the University of Toronto at Scarborough is recruiting for a permanent position in the field of management science. The incumbent will be responsible for the development and delivery of management science courses, including a record of publications in well-regarded journals in the field of management science. The successful candidate should have a PhD and a clearly established research agenda in management science, including a record of publications in well-regarded journals in the field of management science. The successful candidate should have a PhD and a clearly established research agenda in management science, including a record of publications in well-regarded journals in the field of management science.

phases. The Department of Mathematics is also home to the technical editing facilities of the Canadian Mathematical Society, and provides excellent support for academic and professional Internet access. Winnipeg is a city of about 650,000 that has a great deal to offer, both culturally and recreationally. The symposium includes numerous group, opera and several professional live theatre companies provide a rich cultural life for the city of this size. In addition, the city is home to several professional sports teams. There are many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. The University of Manitoba encourages applications from qualified persons from all ethnic backgrounds, including persons with disabilities, aboriginal persons, and persons with disabilities. The advertisement is directed to Canadian citizens and permanent residents. For information concerning the Department and the University may be obtained from our World Wide Web home page: <http://www.math.umanitoba.ca/facultysearch/mathsearch.htm>. Applicants should send a curriculum vitae and the names of three referees (together with e-mail addresses, if possible) to the address below, and they should include statements regarding research interests and teaching philosophy. At least one referee should be prepared to comment on the applicant's teaching. Send to: Chair of Search Committee, Department of Mathematics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2, e-mail: mathsearch@math.umanitoba.ca, telephone: (204) 474-6703; fax: (204) 474-7606. Deadline for receipt of applications is March 22, 1999.

MATHEMATICS & STATISTICS

CARLETON UNIVERSITY - The School of Mathematics and Statistics invites applications for one or more tenure-track positions at the level of Assistant Professor in the School to begin July 1, 1999. Applicants should have a PhD in mathematics or statistics, a demonstrated potential for research and a strong commitment to excellence in teaching. Priority will be given to candidates who can support the growth in the "Access to Opportunities" program of the School. The successful candidate will be responsible for the development and delivery of mathematics and statistics courses, including a record of publications in well-regarded journals in the field of mathematics and statistics. The successful candidate should have a PhD and a clearly established research agenda in mathematics and statistics, including a record of publications in well-regarded journals in the field of mathematics and statistics.

MATHEMATICS

UNIVERSITY OF MANITOBA - Applications are invited for two full-time tenure-track positions, subject to final budget approval, at the Assistant Professor level, in the Department of Mathematics. The successful candidate should have a PhD in mathematics, evidence of strong research potential, and a demonstrated record of effective teaching. The successful candidate will be responsible for the development and delivery of mathematics courses, including a record of publications in well-regarded journals in the field of mathematics. The successful candidate should have a PhD and a clearly established research agenda in mathematics, including a record of publications in well-regarded journals in the field of mathematics.

budgetary approval. Applications, including a curriculum vitae, a summary of teaching experience, a statement of teaching philosophy, and a statement of research interests, should be sent to: Dr. Kenneth S. Williams, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is February 15, 1999.

MICROBIOLOGY

UNIVERSITY OF MANITOBA - The Department of Microbiology at the University of Manitoba invites applications for a full-time tenure-track position, subject to final budgetary approval, at the Assistant Professor level, commencing September 1, 1999 or on a date mutually agreed upon. Minimum qualifications are a PhD in microbiology or allied discipline, two years of post-doctoral experience and evidence of a strong research potential. Expertise within the areas of physiology, biochemistry and/or immunology is required. The successful candidate will be responsible for the development and delivery of microbiology courses, including a record of publications in well-regarded journals in the field of microbiology. The successful candidate should have a PhD and a clearly established research agenda in microbiology, including a record of publications in well-regarded journals in the field of microbiology.

MUSIC

MC GILL UNIVERSITY - Faculty of Music Applications are invited for a senior position in music or trombone. The Faculty of Music is seeking an individual with an established reputation as an orchestral player and teacher. Teaching responsibilities will include instrumental instruction on these instruments, chamber music and brass choir. The successful candidate will join a strong team headed by Prof. Robert Gibson and comprising the principal brass and wind players of the Montreal Symphony Orchestra. The school's Orchestral Training Program, built around the renowned McGill Symphony Orchestra, has provided opportunities for students to appear at such prestigious venues as Carnegie Hall and Lincoln Center and has released highly acclaimed compact discs of symphonies by Korngold and other composers. Graduates of the program are members of many major North American and international orchestras. Students also participate in the Chamber Orchestra, Contemporary Music Ensemble and Baroque Orchestra as well as extensive chamber music and repertoire classes. Review of applications will begin in March, 1999.

and continue until the position is filled. Starting date is September 1, 1999 or the winning candidate's earliest availability. Selected candidates will be invited to teach masterclasses, present a short lecture and meet with members of the Faculty Search Committee. Salary and rank are negotiable. The appointment is subject to budgetary approval. The successful candidate will be responsible for the development and delivery of music courses, including a record of publications in well-regarded journals in the field of music. The successful candidate should have a PhD and a clearly established research agenda in music, including a record of publications in well-regarded journals in the field of music.

addressed to: Dr. Hugh Harwell, Director, School of Art, Drama & Music, T44 444, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Candidates should also arrange to have transcripts and three letters of reference sent directly to the above. Applications received by March 1, 1999 will be assured of consideration. The School of Art, Drama & Music is a growing department of 16 persons and provides an environment that encourages interdisciplinary activities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, aboriginal persons, persons with disabilities, and members of visible minorities.

WILFRED LAURIER UNIVERSITY - The Faculty of Music is seeking a music therapist for a tenure-track appointment, subject to budgetary approval. Requirements include a completed or nearly completed Doctorate or the equivalent. The applicant must have extensive clinical experience, teaching experience, and the potential for establishing an international publication record. It is important that the applicant have a strong commitment to music therapy education. Applicants are expected to give evidence of a high level of musicianship, keeping with the profile of the music therapy program at the University. Rank: Assistant Professor. Starting date: July 1, 1999. Closing date for applications: March 15, 1999. Please send letter of application, CV, and three confidential letters of reference to Anne C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Ave., Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to

INSTRUCTOR - JOURNALISM (2 POSITIONS)

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 800 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

The Department of Journalism at the University College of the Cariboo invites applications for two full-time continuing faculty; one of the positions will also carry internship and job placement duties.

Duties: Applicants should display knowledge, experience, and teaching ability in at least three of the following areas;

1. Newspapers and/or magazine writing
2. Newspaper editing, layout and graphics
3. Interviewing and information gathering techniques
4. Media law and media ethics
5. Media and mass communication theory
6. Media and cultural policy
7. Corporate and organizational communication
8. Media and public relations
9. New media

Qualifications: Ph.D. with journalism experience preferred; Master's degree with extensive journalism experience accepted.

Commencement Date: 1 August 1999

Closing Date for Applications: 21 February 1999

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #39-001 with names, addresses and telephone numbers of three referees to:

Irene Bazill, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC
V2C 5N5

We wish to thank all applicants; however, only those under consideration will be contacted.

Memorial University of Newfoundland

MANAGEMENT INFORMATION SYSTEMS Faculty of Business Administration

(Completion Number FBA-04-99) (Tenure Track Position)

Applications are invited for a tenure-track faculty position at the rank of assistant professor in the Management Information Systems area commencing 1 August 1999. The successful applicant is expected to teach undergraduate and graduate courses and conduct research in the areas of management information systems or strategic information systems. Applicants should have a PhD in MIS, or be near completion, and have a demonstrated commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at www.mun.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and the names of three referees to:

Dr. Bill Blake, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF A1B 3X5
Canada

Filing this position is depends on funding. Applications will be considered commencing February 15th, 1999. For further information telephone (709) 737-8851 or fax (709) 737-2467.

Memorial University of Newfoundland is committed to employment equity.



UNIVERSITÉ DE REGINA

Faculté d'éducation : Le Baccalauréat en éducation

POSTE : Le programme du Baccalauréat en éducation cherche un(e) professeur(e)-adjoint(e) en éducation pour remplir un poste pouvant mener à la permanence.

Ce programme offre une formation en pédagogie pour ceux et celles qui se dirigent vers l'enseignement de la maternelle à la 12^e année dans les écoles francophones, d'immersion et le français de base. Ce programme fait partie intégrante des programmes offerts par la Faculté d'éducation de l'Université de Regina, une université anglophone qui offre un enseignement et certains services en français.

RESPONSABILITÉS : Les responsabilités du poste comprennent :

- (1) l'enseignement en français,
- (2) la participation au développement du programme,
- (3) la recherche, et
- (4) la supervision de stagiaires.

SALAIRE : Fourchette de salaire : 42 271 - 64 495 \$, négociable selon les qualifications et l'expérience.

EXIGENCES : Doctorat de préférence en éducation. Bilingue avec une forte compétence en français et anglais.

CHARGE ET TÂCHES D'ENSEIGNEMENT : Selon sa spécialisation et son expérience, la personne choisie aura à enseigner principalement dans les domaines suivants de la psychopédagogie : jeune enfance, l'adolescence, apprenant ayant des besoins spéciaux, et mesure et évaluation.

ENTRÉE EN FONCTION : le 1er juillet 1999

Les demandes devront être accompagnées d'un curriculum vitae et de trois lettres de référence. Elles doivent être adressées avant le 5 mars 1999 à : Monsieur Michael Tymchak, doyen, Faculté d'éducation, Université de Regina, Saskatchewan, S4S 0A2. Télécopieur : (306) 585-5330. Indiquez le no. de compétition 199916.

Les nominations seront sujettes à l'approbation finale du budget.

Selon les exigences du Ministère canadien de l'immigration, cette annonce vise les citoyens et citoyens canadiens et les résidents et résidents permanents. L'Université de Regina respecte les principes de l'équité en matière d'emploi.

CAREERS SECTION - SECTION DES CARRIÈRES

employment equity policies and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. The University provides a smoke-free working environment.

NEPHROLOGY

DALHOUSIE UNIVERSITY/HEALTH SCIENCE CENTRE - The Division of Nephrology, Department of Medicine, Dalhousie University, QE II Health Sciences Centre seeks an academic Nephrologist. The clinical skill set should include general Nephrology with a good knowledge of the management of end-stage renal disease including dialysis and transplantation. The academic role will include teaching at a graduate and undergraduate level in the areas of Nephrology and General Internal Medicine. The principle academic thrust will be in the area of clinical research with expertise or experience including clinical trials work, clinical epidemiology, health outcome research and health economics research. These skills will enhance the Divisions existing program in clinical investigation, which currently focuses on the treatment of end stage renal failure both by dialysis and transplantation. The successful candidate will be certified by the Royal College of Physicians and Surgeons in Canada in both General Internal Medicine and Nephrology and will have had further study and/or research experience in the areas noted above. The position will be available on or before July 1, 1999. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from all qualified persons, including persons with disabilities, socially visible persons and women. Applicants should supply curriculum vitae to: Dr. David J. Hirsch Head, Division of Nephrology, Dept. of Medicine, Dalhousie University, QE II Health Sciences Centre, Dossin Building, V.G. Site, 5820 University Avenue, Suite 502A, Halifax, Nova Scotia B3H 1A9. The application period will close thirty days after publication date of this advertisement.

NEUROLOGY

MCGILL UNIVERSITY - Montreal Neurological Institute and Hospital, Department of Neurology/Neurosurgery, Neurologist and/or PhD with expertise in Epileptology. Applicants are invited by the Montreal Neurological Institute and the Department of Neurology/Neurosurgery at McGill University for neurologists (MD or M.D./Ph.D.) with expertise in epileptology. The successful candidate will be expected to spend the majority of his/her time in research and obtain peer reviewed funding for an independent research programme related to epilepsy. The individual selected will start at the Assistant Professor level. The research programme should preferably be in the fields of neuroimaging, human molecular genetics or neurophysiology. At the Montreal Neurological Institute and the Department of Neurology/Neurosurgery at McGill University, a multidisciplinary epilepsy group has the support of a strong existing programme in imaging including magnetic resonance spectroscopy, MRI and PET, as well as in molecular neurobiology, neurophysiology, clinical neurogenetics, immunopathology, and neurophysiology. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Prospective candidates should send their CV to: Dr. F. Dubau, Chair, Epilepsy Research Committee, Montreal Neurological Institute and Hospital, 3801 University Road, III, Montreal, Quebec, Canada H3A 2B4. Deadline for applications is May 1, 1999.

NURSING

YORK UNIVERSITY - The Department of Nursing at York University is seeking three highly qualified individuals for one or more positions at the assistant or associate professor level, and two contractually limited positions at the assistant professor level, commencing July 1, 1999. These positions are subject to budgetary approval. The Department of Nursing is engaged in an expansion of its offerings to include a collaborative, articulated Baccalaureate nursing program (with Georgian and Seneca Colleges) and a degree credit Certificate in Health Informatics. Applicants should hold a Master's degree in Nursing and an earned doctorate, preferably in Nursing (for tenure-stream position), or earned doctorate or doctorate in progress (for contractually limited positions). Appointment salary is commensurate with experience and qualifications. The Department is seeking applicants who have in-depth, recent nursing practice, preferably with a community focus, and teaching experience at a university with both undergraduate and Post-RN students. Evidence of involvement in a research and publication program is essential. Applicants must hold current registration in the College of Nurses of Ontario prior to appointment. Knowledge of nursing theories, cooperative learning perspectives, and the Best-Work curriculum paradigm is preferred. Preferred candidates will have teaching experience using a cooperative learning pedagogical framework and prior experience using the Best-Work curriculum paradigm. Faculty will have teaching responsibilities in both the Post-RN BSN program and the Collaborative BSN program. Applications with a letter indicating interest, curriculum vitae, three letters of recommendation from qualified referees directed to: Dr. Kathleen Macdonald, Chair, Department of Nursing, Atkinson College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Fax: (416) 736-5363; Telephone: (416) 736-2771. The deadline for applications is February 28, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NUTRITIONAL SCIENCES

UNIVERSITY OF TORONTO - Department of Nutritional Sciences. Applicants are invited for a Contractually Limited Term Appointment at the Assistant Professor level in the Department of Nutritional Sciences, Faculty of Medicine, University of Toronto. This appointment will be effective July 1, 1999 initially for 3 years. Applicants should hold a PhD in nutrition or a related field and should have knowledge, skill and interest in community-based nutritional research. Skills may be in quantitative epidemiology, epidemiology, research, or a combination of these. In addition to the provision of clinical services, the successful candidate will be responsible for supervision and teaching of both undergraduate and postgraduate trainees within the Section. Remuneration has been established at \$140,000.00 per annum. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply in writing, including a curriculum vitae and a brief outline of specific interest and goals in both the short and long term, to: Dr. M. Tenenbich, Director, Emergency Services, C205, Children's Hospital, Northwood Campus, 340 Sherbrook Street, Winnipeg, Manitoba, R3A 1S1. Closing date for receipt of applications is March 28, 1999.

This advertisement is directed to Canadian citizens and permanent residents.

PEDIATRICS

UNIVERSITY OF MANITOBA - The Department of Pediatrics and Child Health, University of Manitoba, and the Child Health Program of the Winnipeg Health Services are seeking an Emergency Attending Physician for its Emergency Department. This will be a Geopap full-time position at the rank of Assistant Professor. The successful candidate will join other physicians in providing clinical care in the Emergency Department. The Children's Hospital is the major tertiary care facility in Manitoba serving both the medical and surgical needs of the pediatric population of Manitoba. The Emergency Section has approximately 34,000 patient visits per year. Candidates must have senior specialty qualifications in pediatric medicine in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Pediatrics by the Royal College of Physicians and Surgeons of Canada is preferred. In addition to the provision of clinical services, the successful candidate will be responsible for supervision and teaching of both undergraduate and postgraduate trainees within the Section. Remuneration has been established at \$140,000.00 per annum. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply in writing, including a curriculum vitae and a brief outline of specific interest and goals in both the short and long term, to: Dr. M. Tenenbich, Director, Emergency Services, C205, Children's Hospital, Northwood Campus, 340 Sherbrook Street, Winnipeg, Manitoba, R3A 1S1. Closing date for receipt of applications is March 28, 1999.

ISI. Closing date for receipt of applications is March 15, 1999.

PHARMACY

UNIVERSITY OF MANITOBA - Applications are invited for a full-time tenure track position in Pharmacy, at the rank of Assistant Professor (starting salary range \$52,000 - \$58,000, effective July 1, 1999, subject to final budgetary approval. Applicants should possess an undergraduate degree in Pharmacy and a PhD or a Pharm.D. degree, preferably with post-doctoral/fellowship experience. A major responsibility will include teaching in undergraduate and graduate pharmacy practice and therapeutics courses. Other responsibilities will include establishing a program of research/teaching activity which may include development of a clinical practice. The Faculty has identified three research priorities: Drug Use and Effectiveness in the Aged, Drug Dispensing, and Antibiotic Action and Resistance. The Faculty of Pharmacy is located on the Fort Garry Campus of the University of Manitoba. The baccalaureate program is 5 years in length (1+4) leading to the degree of B.Sc. (Pharm.). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application, curriculum vitae, and a short research interest outline, along with the names of three referees to: Dr. G.G. Zhanel, Acting Dean, Faculty of Pharmacy, The University of Manitoba, Winnipeg, Manitoba, R6T 2N6. Voice: (204) 474-8794; Fax: (204) 474-7617; E-Mail: Zhanel@cc.umanitoba.ca. Applications will be accepted until March 15, 1999.

PHYSICAL EDUCATION

BROCK UNIVERSITY - The Department of Physical Education is seeking applications for a two year limited term position at the rank of Assistant Professor, effective July 1, 1999, subject to final budgetary approval. We are seeking candidates with expertise in the area of movement education. Applicants must have a doctorate (or one in progress) and a demonstrated area of research. The closing date for applications is March 16, 1999. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to: Dr. Ninny Murray, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada L2S 3A4. E-mail: nmurray@brocku.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action plan aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

PHYSICAL EDUCATION & RECREATION

UNIVERSITY OF ALBERTA - Physical Education and Recreation - Exercise Physiology/Labour, Biomechanics. The Faculty of Physical Education and Recreation at the University of Alberta invites applications for a tenure-track position, available July 1, 1999, by regulation, at the rank of Assistant Professor in Exercise Physiology/Labour, Biomechanics. The successful candidate will hold a doctoral degree and will be expected to make a significant contribution to the quality of instruction in the undergraduate and graduate programs, supervise graduate students and develop a strong research program. Applicants with post-doctoral training will have an advantage in this competition. Preference will be given to applicants with demonstrated expertise in muscle physiology with applications to the biomechanical and/or nutritional aspects of exercise which will be expected to apply.

Toronto, Canada

Université d'Ottawa University of Ottawa

PROFESSEUR(E) ADJOINT(E) ENSEIGNEMENT DU VIOLON

Le Département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à demi-temps pour l'enseignement du violon. Date d'entrée en fonction: le 1er juillet 1999. La personne choisie aura terminé son doctorat ou l'équivalent. Elle sera bilingue (anglais et français), et devra enseigner dans les deux langues officielles. La préférence sera accordée à une (un) candidat(e) francophone.

Le Département offre trois programmes au premier cycle (B.A. concentration, B.A. spécialisation, B.Mus.) et une maîtrise (M.Mus.). En muséologie, théorie, ou en interprétation (musique de chambre).

La charge professorale comprendra principalement l'enseignement des cours instrumentaux pour violon; cependant, on s'attend à ce que la personne choisie puisse s'intégrer à un programme de maîtrise. Le salaire sera déterminé en conformité avec la convention collective. Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant le 16 mars 1999 à:

Professeur Ingemar Kirjus, Directeur
Département de musique
Université d'Ottawa
Ottawa, ON K1N 6N5 Canada

ASSISTANT PROFESSOR INSTRUCTION IN VIOLIN

Applications are invited for a half-time tenure-track position in violin, which will be available July 1, 1999, at the assistant professor level.

Candidates must have a doctorate or performance equivalent and be fluently bilingual, able to give instruction in both French and English. Preference will be given to a francophone candidate.

The Department offers three undergraduate degrees (B. Mus., B.A. Concentration, B.A. Specialization) and a Master's degree (M. Mus.) in musicology, theory, or performance (chamber music).

Although initial responsibilities will involve teaching largely at the undergraduate level, the candidate will be expected to qualify for teaching students in the Masters degree program. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy and strongly encourages applications from women. Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by March 16, 1999, to:

Professor Ingemar Kirjus, Chairman
Department of Music
University of Ottawa
Ottawa, ON K1N 6N5 Canada



UNIVERSITY OF REGINA

Faculty of Education

The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience, supervision, and professional development.

Applications are invited for the following tenure track and/or term positions:

- Social Studies Education: Secondary/K - 12
- Education Professional Studies (pedagogy and teacher education)
- Elementary Physical Education
- Educational Administration/Policy Studies
- Baccalaureat en éducation: Psychopédagogie

QUALIFICATIONS: Preference will be given to applicants with teaching experience and a current teaching certificate; a completed or virtually completed Ph.D.

DUTIES: Will include teaching at the undergraduate level; graduate studies teaching and thesis supervision; field experience supervision and general Faculty committee work. The successful candidates will have an interest in, and a commitment to, scholarly research, and should describe their current interests and projects.

SALARY: Assistant Professor range - \$42,271 - \$64,495

For further information and details with respect to each of the positions, contact Edie Hills at (306) 585-4500 or fax (306) 585-5330.

Applicants should send a current curriculum vitae, copies of transcripts, and arrange to have three letters of reference sent by March 5th, 1999 to: Dean Michael Tymchak, Faculty of Education, University of Regina, Regina, SK, S4S 0A2. Please quote competition # 199913.

Appointments will be made subject to budgetary clearance.

In accordance with Canadian immigration requirements this advertisement is directed toward Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.



Tenure Track Appointment - 1999-2000

York University, Faculty of Education, invites applications for the following position:
Culture, Culture & Technology

The Context:

The Faculty of Education offers innovative pre-service, professional development and graduate programs (M.Ed., Ph.D.). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:

Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with the position listed above. Candidates must present evidence of the ability to establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and be actively involved in the field of education.

The Appointments:

While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment will commence as early as September 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities.

Applications:

A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Do not ask referees to send any letters of reference. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees to:

Dr. Susan Shapiro, Dean, Faculty of Education
c/o 5853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Internet: lmerrill@ch.yorku.ca (Beverly Merriman, Secretary to Search Committee). Letters and C.V.s can be sent online in WP format while scholarly materials must be mailed. Phone 416-736-5002 (for further information) or for Beverly Merriman.

Please Note:

Apply as soon as possible. Applications will be reviewed as they are received until this position is filled.

CAREERS SECTION - SECTION DES CARRIÈRES

Francis Xavier University is located in a diverse rural community on St. Georges Bay in northeastern Nova Scotia. The Women's Studies Program is committed to the St. FX tradition of community outreach and cooperative development, and it enjoys links with an active women's community in Antigonish town and county, as well as with regional and global networks of women through the St. FX Extension Department and the Canadian International Institute. Please send a C.V., evidence of teaching effectiveness, statement of teaching philosophy, sample syllabi, copies of recent publications, and three letters of reference to Dr. Nancy Forsyth, Coordinator, Women's Studies Program, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B0G 2W5. St. Francis Xavier is an employment equity employer and especially invites applications from women, aboriginal peoples, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications: March 1, 1999.

LAURENTIAN UNIVERSITY — The Department of Psychology, Laurentian University is seeking to fill one tenure-track position in the department at the Assistant Professor level to begin July 1, 1999. The best candidates will have a Ph.D. in Psychology or a related field, and a demonstrated interest in the areas of Social Psychology, Experimental Psychology or Social Psychology. The ideal candidate will have a Ph.D. in Psychology, the candidate would be expected to teach in social/personality and another area. Candidates with a demonstrated interest in research and teaching in social/personality and another area are welcome. Applicants with a demonstrated interest in research and teaching in social/personality and another area are welcome. Applicants with a demonstrated interest in research and teaching in social/personality and another area are welcome.

mental area. Teaching may include cognition, other experimental areas, and/or neuroscience. For both positions, candidates with a problem-solving orientation are particularly encouraged to apply. We are seeking an individual committed to excellence in undergraduate teaching and to scholarly activity. Opportunity exists to participate in a Master's program in Human Development. Send applications, a curriculum vitae, and three letters of reference to Dr. Elizabeth Levin, Psychology Department, Laurentian University, Sudbury, Ontario, P3B 2C6. Competition deadline: February 28, 1999. In accordance with the University Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (fluency in French as a condition of tenure). Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WINNIPEG — The Department of Psychology, The University of Winnipeg, invites applications for a tenure-track position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensurate with qualifications and experience. We invite applications in the areas of Social Psychology, Experimental Psychology, or Perceptual Psychology. We seek a candidate with a record of teaching and research excellence. Recent appointments have obtained funding from national granting councils. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents.

Winnipeg and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by March 31, 1999, submit a curriculum vitae, copies of representative publications, and arrange for three letters of reference to be sent to: Dr. Doug Williams, Acting Chair, Psychology Department, The University of Winnipeg, 515 Fort Rouge Avenue, Winnipeg, Manitoba, R3B 2E9. Fax: 204-774-1434.

UNIVERSITY OF WINNIPEG — The Department of Psychology, The University of Winnipeg, invites applications for a hybrid term position as a Laboratory Instructor. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensurate with qualifications and experience. Duties include teaching and coordinating the laboratory components of research methods and data analysis courses. We require a Master's or PhD in psychology, and the ability to supervise physiological laboratory work would be considered assets. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WINNIPEG — The Department of Psychology, The University of Winnipeg, invites applications for a tenure-track position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensurate with qualifications and experience. We invite applications in the areas of Social Psychology, Experimental Psychology, or Perceptual Psychology. We seek a candidate with a record of teaching and research excellence. Recent appointments have obtained funding from national granting councils. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents.

Agreement. Placement on the salary scale is dependent upon qualifications and experience. For inquiries of an academic nature, please contact Dr. Robert Huggins, Chair, Department of Psychology, at (204) 762-5445, Local 7369. Please submit a curriculum vitae (specifying the appropriate competition number) and three letters of reference by March 12, 1999, to: Employee Relations Division, D'Amigos University College, 1000 K.L.R. Road, Kelowna, BC V1Y 8V8. Applications may also be faxed to (250) 862-5475. D'Amigos University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

RHEUMATOLOGY

DALHOUSIE UNIVERSITY/DEPT. MEDICAL SCIENCE CENTRE — Department of Medicine, Division of Rheumatology, Clinical/Teacher position. The Division of Rheumatology seeks applicants for a full-time position within the Department of Medicine, Dalhousie University and the active staff of the Queen Elizabeth Health Sciences Centre. The successful applicant will be expected to participate in the University's clinical and teaching programs. Requirements include: a Canadian Fellowship in Rheumatology (or its equivalent) and eligibility for a license to practice in Nova Scotia. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, aboriginal peoples, racial minorities and persons with disabilities. Send C.V. and names of 3 referees to: Dr. John J. Harty, Head, Division of Rheumatology, Queen Elizabeth Health Sciences Centre, Suite 310 Bethune Building, 1278 Tower Road, Halifax, Nova Scotia B3H 2Y5. Applicants will be accepted up to 30 days from date of this advertisement.

SIGNAL TRANSDUCTION

UNIVERSITY OF ALBERTA — Signal Transduction Laboratories at the University of Alberta invites applications for FACULTY POSITIONS. Preference is given to candidates with a Ph.D. in a related field. Substantial start-up funds with an initial salary are available as part of this process. Successful candidates will receive substantial funding to support high quality research programs and interact with colleagues in the signaling area. Applicants should send curriculum vitae and three letters of reference to: Dr. John J. Harty, Head, Division of Rheumatology, Queen Elizabeth Health Sciences Centre, Suite 310 Bethune Building, 1278 Tower Road, Halifax, Nova Scotia B3H 2Y5. Applicants will be accepted up to 30 days from date of this advertisement.

directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals may be considered. Individuals with a PhD or equivalent and appropriate postdoctoral experience should send a letter of application, curriculum vitae, brief description of research plans, and arrange to have three letters of reference sent to: Dr. D. Brindley, Signal Transduction Laboratories, 357 JMB, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. The application deadline is April 30, 1999. The University of Alberta is committed to the principle of equity in employment. We welcome diversity in the workforce and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities and members of visible minorities.

SOCIAL SCIENCE

YORK UNIVERSITY — The Department of Social Science at York University invites applications for a one-year contract/limited appointment as a full-time assistant professor to commence July 1, 1999. This appointment is subject to budgetary approval. Applicants should have a doctorate or be near completion of one. Candidates should demonstrate expertise in two of the following three areas: (1) Legal, ethical, administrative or feminist issues; (2) Canadian policy or public administration; and (3) Women, violence and social policy. The successful candidate will participate in the teaching and development of a new program in Social Science. Atkinson College is the adult, evening degree faculty at York University. A letter of application, along with a resume and three letters of reference, should be sent to: Prof. L. Cunningham, Department of Social Science, Atkinson College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Telephone: (416) 736-2355; Fax: (416) 650-3876 (E-mail: grynko@yorku.ca). The deadline for applications is March 1, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL WORK

ST. THOMAS UNIVERSITY is a small, Catholic, undergraduate, liberal arts university where excellence in teaching and learning is an institutional priority. The Department of Social Work seeks candidates who wish to work in a collaborative, student-oriented environment, and to teach courses in a variety of subject areas such as social policy, community development, structuralism theory for social work practice, child welfare, Native social work, group work, and Field Education. The Department has one tenure-track position available at the rank of assistant professor, and two limited-term positions for two years each. Applicants should have an MSW and a doctoral degree (or imminent completion) in social work or a related discipline, and are expected to have experience in social work practice. Each applicant is asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and to arrange to have three letters of reference sent to: Prof. Brian Ouellette, Chair, Social Work Department, St. Thomas University, Fredericton, NB, E3B 5G2. Closing date: March 1, 1999 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native peoples, members of visible minorities, and persons with disabilities.

SOCIOLOGY

UNIVERSITÉ D'OTTAWA — Département de sociologie, poste de professeur (remplacement). Poste d'un an ou rang d'assistant (junior) débutant le 1er juillet 1999. Enseignement de sociologie et en sociologie, au niveau du premier cycle, en français. Capacité d'enseigner aussi en anglais serait un atout. Recherches: Exigences: Détenir un doctorat, expérience d'enseignement, publications, bilinguisme d'adulte. Veuillez faire parvenir avant le 26 février 1999 votre curriculum vitae accompagné d'une lettre de présentation décrivant votre expérience en enseignement et en recherche, ainsi qu'une publication. Trois lettres de recommandation doivent être envoyées directement à: Ann Dene, Directrice, Département de sociologie.

Université d'Ottawa, 550 rue Cumberland, C.P. 450, Succ. A, Ottawa, Ontario, K1N 6N5. Les candidats doivent être citoyens ou résidents permanents du Canada, ou des personnes qui ont obtenu le statut de résident permanent en matière d'immigration au Canada. La priorité sera accordée aux citoyens/résidents canadiens/aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le département encourage fortement les femmes et les membres des communautés minoritaires à présenter leur candidature.

ST. FRANCIS XAVIER UNIVERSITY — The Women's Studies Program at St. Francis Xavier University invites applications for a tenure-track, cross-appointment between Women's Studies and either the Department of Psychology or the Department of Sociology and Anthropology. The successful candidate will be able to teach Introduction to Women's Studies and Feminist Theory as well as courses in the department to which the candidate is cross-appointed (a full-time teaching load is three credit courses). Candidates must have a completed PhD and be able to demonstrate excellence in teaching and research. St. Francis Xavier University is located in a diverse rural community on St. Georges Bay in northeastern Nova Scotia. The Women's Studies Program is committed to the St. FX tradition of community outreach and cooperative development, and it enjoys links with an active women's community in Antigonish town and county, as well as with regional and global networks of women through the St. FX Extension Department and the Canadian International Institute. Please send a C.V., evidence of teaching effectiveness, statement of teaching philosophy, sample syllabi, copies of recent publications, and three letters of reference to Dr. Nancy Forsyth, Coordinator, Women's Studies Program, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B0G 2W5. St. Francis Xavier is an employment equity employer and especially invites applications from women, aboriginal peoples, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications: March 1, 1999.

STATISTICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Statistics at the University of British Columbia invites applications for a tenure-track Assistant Professor starting July 1, 1999, subject to final budgetary approval. The successful candidate will have a Ph.D. in statistics and a demonstrated research potential for excellence in teaching and research in areas consistent with the Department's strategic plan (see <http://www.stat.ubc.ca>). Duties include research as well as undergraduate/graduate teaching. Competitive salary based on qualifications. Apply by March 1, 1999, include a curriculum vitae, a list of references, group work, and Field Education. The Department has one tenure-track position available at the rank of assistant professor, and two limited-term positions for two years each. Applicants should have an MSc and a doctoral degree (or imminent completion) in social work or a related discipline, and are expected to have experience in social work practice. Each applicant is asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and to arrange to have three letters of reference sent to: Prof. Brian Ouellette, Chair, Social Work Department, St. Thomas University, Fredericton, NB, E3B 5G2. Closing date: March 1, 1999 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native peoples, members of visible minorities, and persons with disabilities.

THE UNIVERSITY OF MANITOBA — The Department of Statistics, The University of Manitoba invites applications for two Tenure-track appointments at Assistant Professor rank in the field of Statistics. The appointments will begin on July 1, 1999, or on a date mutually agreed upon. The successful candidates must have a PhD degree (or a PhD degree to be completed by the start date) and have demonstrated competence in teaching and research in the area of Statistics and/or Biostatistics. The positions are subject to final budgetary approval. Duties will include undergraduate and graduate teaching and supervision, research and service-related activities. The current salary range at Assistant Professor rank is \$42,024 - \$63,881. Please send applications including an updated curriculum vitae and three letters of reference to: Dr. Smiley W. Cheng, Chair Search Committee (Statistics), Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Telephone: (204) 474-9266; Fax: (204) 474-9261; E-mail: Smiley.W.Cheng@umanitoba.ca. Please send applications including an updated curriculum vitae and three letters of reference to: Dr. Smiley W. Cheng, Chair Search Committee (Statistics), Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Telephone: (204) 474-9266; Fax: (204) 474-9261; E-mail: Smiley.W.Cheng@umanitoba.ca. Please send applications including an updated curriculum vitae and three letters of reference to: Dr. Smiley W. Cheng, Chair Search Committee (Statistics), Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Telephone: (204) 474-9266; Fax: (204) 474-9261; E-mail: Smiley.W.Cheng@umanitoba.ca.



Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except where the language has been mandated by Human Rights legislation. Where any bona fide reason for exemption from general policy stated above exists, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contradiction Program. The program requires that provision of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing affirmative action equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'enseignement ou de recherche qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes, les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration expliquant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contradiction fédérale. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidatures de fournir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel (202) 737-5900.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités fautive l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel (202) 737-5900.

DATES LIMITES 1998-99

Le Bulletin est publié dix fois pendant l'année universitaire : la 1^{re} semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Avril	5 mars 1999	12 mars 1999
Mai	6 avril 1999	13 avril 1999
Juin	7 mai 1999	14 mai 1999

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPU

Stella Mazzarolo — Coordinatrice de la publicité
Tél. (613) 820.2270 Téléc. (613) 820.2417
COURRIEL mazz@caut.ca
2675, promenade Queensview, Ottawa ON K2B 8K2

AD DEADLINES 1998-99

The Bulletin is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
April	March 5/99	March 12/99
May	April 6/99	April 13/99
June	May 7/99	May 14/99

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator
TEL (613) 820.2270 FAX (613) 820.2417
EMAIL mazz@caut.ca
2675 Queensview Drive, Ottawa, ON K2B 8K2

TARIFS DE PUBLICITÉ

SECTION OES ANNONCES CLASSÉES

Grandes annonces! 4,25\$
Annonces classées 4,00\$

SECTION EDITORIALE

Grandes annonces! 1,00\$

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Noir et deux couleurs 420\$
Noir et trois couleurs 900\$

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Black & 2 colours.....	\$420
Black & 3 colours.....	\$900

All prices quoted are per page line and are in effect until July 1, 1999.
* Agency commission 15% (camera ready artwork required)
* These prices indicate a colour advertising schedule based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

CAREERS SECTION • SECTION DES CARRIÈRES

STUDIO ARTS

CONCORDIA UNIVERSITY — The Studio Arts Department of the Faculty of Fine Arts is seeking applications for the following full-time, tenure track, Assistant or Associate Professor positions: Painting, Drawing, Photography, Print Media/Photomontage, and Video. The candidates will be responsible for teaching and supervising students in their respective fields. The candidates will be expected to have a strong background in their respective fields and to be able to teach and supervise students. The candidates will be expected to have a strong background in their respective fields and to be able to teach and supervise students. The candidates will be expected to have a strong background in their respective fields and to be able to teach and supervise students.

department will be an asset. Evidence of having taught at the undergraduate level is preferred. Administrative experience in an academic setting is also preferred. Salary is negotiable. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for receipt of applications is March 15, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

TOXICOLOGY

QUEEN'S UNIVERSITY — Academic Molecular Toxicology: Tenure-track. The Department of Pharmacology and Toxicology and the School of Environmental Studies, Queen's University at Kingston, seeks a Toxicologist with a Ph.D. in modern molecular approaches to the study of environmental contaminants effects on human health. The successful applicant will establish an independent, externally-funded research program which will complement current research interests at Queen's University. Queen's offers an excellent research and teaching environment. The successful candidate will hold a joint tenure-track appointment, anticipated to be at the Assistant Professor level, commencing September 1, 1999. In the Department of Pharmacology and Toxicology (Faculty of Health Sciences) and the School of Environmental Studies (Faculty of Arts and Science), teaching responsibilities will be divided between these two departments. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed particularly to Canadian citizens and permanent residents. Queen's University encourages applications from all qualified men and women, including aboriginal peoples, people with disabilities, gay men and lesbians, and visible minorities. Closing date is April 15, 1999. Contact Dr. Raj K. Nair, Department of Pharmacology and Toxicology, Queen's University, Kingston, Ontario, Canada K7L 3N6. Phone (613) 533-6106. Fax (613) 533-6412. Email: nair@chem.queensu.ca. Web page: http://meds.queensu.ca/chem/tox/ and http://chem.queensu.ca/tox/.

URBAN STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Social Science: Invites applications for a contractually limited appointment at the assistant professor level commencing July 1999. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as honours B.A. degrees through several interdisciplinary Honours programs. The Urban Studies Programme is an interdisciplinary social science programme offering honours undergraduate degrees in conjunction with various social science departments as well as the Faculty of Environmental Studies. The successful candidate must be able to teach in the following courses: "City Lives and City Forms," "An

Introduction to Urban Studies," "Urban Planning," and "Urban Field Experience" (a placement course). A Ph.D. or equivalent is required. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Division of Social Science, 5750 Keele Street, York University, Toronto, Ontario M3J 1P3. Telephone (416) 736-5056. Candidates are asked to include a statement of research and teaching interests and sample publications, and to indicate whether they refer to research directly to the Chair. Applications and letters of reference may be sent by fax to (416) 736-5056. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity including affirmative action for women faculty. The Division of Social Science encourages applications from qualified members of visible minority groups, Aboriginal/First Nations peoples, and persons with disabilities. All appointments are subject to budgetary approval.

VETERINARY PATHOLOGY

UNIVERSITY OF GUELPH — The Department of Pathology, Ontario Veterinary College, University of Guelph: announces the availability of a tenure-track faculty position at the Assistant Professor level in veterinary pathology. The successful candidate will have a degree in veterinary medicine and Ph.D. or equivalent advanced education in veterinary pathology with demonstrable research potential. Duties will encompass teaching veterinary and graduate students in the discipline of pathology, including experiential education by participation in the activities of the University's diagnostic laboratory, and the development of an active extra-mural funded research program appropriate for graduate and postdoctoral education. Preference will be given to candidates who are board eligible or certified by the ACVP. Evidence of willingness to be an active member of the community will be valued. University and scientific communities will be valued. The Department has interests in mammalian and comparative pathology, including the pathology of domestic mammals and avian, aquatic, wildlife, insect and laboratory species. Faculty have established research programs in a variety of areas funded through provincial, federal, and industrial sources and the Department has an excellent infrastructure to support animal research. Salary is negotiable and commensurate with qualifications. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline for applications is May 1, 1999 or until a suitable candidate is found. Please send a complete curriculum vitae and contact information for three referees to: Dr. Patricia E. Shewen, Chair, Department of Pathology, University of Guelph, Guelph, Ontario N1G 2W1 Canada.

WOMEN'S STUDIES

ST. FRANCIS XAVIER UNIVERSITY — The Women's Studies Program at St. Francis Xavier University: invites applications for a tenure-track faculty position between Women's Studies and either the Department of Psychology or the Department of Sociology and Anthropology. The successful candidate will be able to teach introduction to Women's Studies and Feminist Theory as well as courses in the department to which the candidate is cross-appointed (a full-time teaching load is three credits/courses). Candidates must have a completed Ph.D. and be able to demonstrate excellence in teaching and research. St. Francis Xavier University is located in a diverse rural community on St. Georges Bay in northeastern Nova Scotia. The Women's Studies Program is committed to the S.F.X. tradition of community outreach and cooperative development, and it enjoys links with an active women's community in Antigonish town and county, as well as with the international Women's Studies community of the S.F.X. Extension Department and the Coady International Institute. Please send a C.V., evidence of teaching effectiveness, statement of teaching philosophy, sample syllabi, copies of recent publications, and three letters of reference to: Dr. Nancy Rowlett, Coady Institute, Women's Studies Program, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS B2G 2W5. St. Francis Xavier is an employment equity employer and encourages applications from all qualified persons, including aboriginal peoples, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications: March 1, 1999.

YORK UNIVERSITY — Women's Studies/Gendology: The School of Women's Studies, Gendology College of York University, invites applications for a tenure-track position to become an assistant professor level, to commence July 1, 1999. The School of Women's Studies at York University is a newly formed unit, bringing together all Women's Studies resources at York under one administrative structure. It will serve as an interdisciplinary and bilingual site for undergraduate and graduate students and for faculty members involved in feminist scholarship. The successful candidate must be committed to interdisciplinary work in their research and teaching, hold a completed Ph.D. and have publications and/or research projects on contemporary women's issues, preferably dealing with issues of relevance to feminism. They may be able to teach in both French and English and have the potential to instruct students at the undergraduate and graduate level in both applied and theoretical issues in Women's Studies. The School is particularly interested in individuals who have teaching and research interests either in issues related to women, activism and social change to global feminisms and gender in international contexts. Applicants should send, by February 28, 1999, a covering letter and a curriculum vitae, and ensure that three letters of reference are sent to: Prof. Susan Ehrlich, Chair, School of Women's Studies, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. York University is implementing a policy of employment equity,

including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. **UNIVERSITY YORK — L'école des études des femmes du Collège universitaire Gendology de l'Université York:** lance un appel de candidatures concernant un poste au niveau de professeur(e). Menant à la permanence, ce poste entraînera un salaire annuel de 1999. On va faire rejoindre l'école des études des femmes de l'Université York pour réunir en une seule structure administrative toutes les ressources des études des femmes de l'Université York. L'école est un centre d'études multidisciplinaires et bilingues destiné aux étudiants des 1^{er}, 2^e et 3^e cycles, ainsi qu'aux membres du corps enseignant engagés dans la recherche féministe. Le candidat ou la candidate qui sera retenu(e) doit avoir un doctorat en recherche et enseignement multidisciplinaires, être titulaire d'un doctorat, avoir déjà publié des travaux et avoir des projets de recherche en cours ou des questions des femmes contemporaines, posséder de la présence sur les femmes francophones. On lui doit pouvoir enseigner en français et en anglais, tant au 1^{er} qu'au 2^e et 3^e cycles et pouvoir traiter de questions théoriques et appliquées du domaine des études des femmes. Nos recherches, particulièrement une personne dont les points forts en matière d'enseignement et de recherche résident dans les questions liées aux femmes, au militantisme et au changement social ou aux divers thèmes liés aux femmes et aux différences liées au sexe dans le monde. Les personnes intéressées par le poste doivent faire parvenir d'ici au 28 février 1999 une lettre de candidature ainsi qu'un curriculum vitae à Susan Ehrlich, directrice, École des études des femmes, Université York, 4700 Keele Street, Toronto, Ontario M3J 1P3. Elle doit aussi lui faire parvenir trois lettres de référence. L'Uni-

versité York soutient au principe d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse à des citoyens canadiens et résidents permanents.

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The University of Manitoba

DEAN FACULTY OF AGRICULTURAL & FOOD SCIENCES

The University invites applications and nominations for the position of Dean, Faculty of Agricultural and Food Sciences. This invitation is directed to qualified individuals in the education, research, industry and government sectors. The appointment is expected to take effect on or about July 1, 1999 and have an initial term of five years. The incumbent Dean, Dr. James Ellett is completing his second and final term after ten years of service to the Faculty and the University.

The Faculty is central to the education, research and service missions of The University of Manitoba. The Faculty consists of seven departments and the School of Agriculture. It has approximately 550 students in its undergraduate degree programs, 170 in the Agricultural Diploma program, and 170 masters and doctoral students. Undergraduate degree programs are available with specializations in Agriculture, Agribusiness, Agroforestry and Food Sciences. Graduate degree programs are available in Agricultural Economics and Farm Management, Plant Science, Animal Science, Entomology, Food Science, Bioreactors Engineering, and Soil Science. The Faculty has well established teaching and research collaborations with a number of faculties in the University and enjoys a unique relationship with the Faculty of Engineering through the Department of Bioreactors Engineering. With a complement of 30 academic and 45 support staff, the Faculty maintains an active research program supported from external sources amounting to about \$5 million per annum. In addition to the on-campus facilities, the Faculty also operates several off-campus research and extension facilities and enjoys productive relationships with government agencies and the agricultural business and transport sectors. The Faculty has recently completed a major building and renovating campaign. Further information on the University of Manitoba and the Faculty, is posted on the following websites: <http://www.UManitoba.ca> or <http://www.umanitoba.ca/faculties/af/>.

Candidates for the Deanship should hold a doctoral degree in a relevant discipline. They are expected to have demonstrated success in and commitment to excellence in education and research, visionary and collaborative planning, management and administration, and the fostering of productive relationships with other sectors of the University and relevant external groups and agencies.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

The Advisory Committee will commence its review of applications and nominations no later than March 1, 1999. Nominations and applications, including a curriculum vitae, names of three referees, and a covering statement summarizing a vision for the Faculty of Agricultural and Food Sciences education, research and professional service should be sent in confidence to: Dr. J.S. Gardner, Vice-President (Academic) & Provost Chair, Presidential Advisory Committee to Appoint Dean, Faculty of Agricultural and Food Sciences, The University of Manitoba, Room 202 Administration Building, Winnipeg, Manitoba, R3T 2N2. Fax: 204-261-1318.

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THEATRE

CONCORDIA UNIVERSITY — The Department of Theatre, Faculty of Fine Arts: invites applications for an Assistant/Associate Professor. This will be a one year limited term appointment for the 1999-2000 academic year. Candidates will be required to teach two to four courses exclusively at the undergraduate level. Candidates must have an M.A., M.F.A. or Ph.D. in Theatre or equivalent experience. Professional theatre experience and evidence of having taught at the undergraduate level are preferred. The candidate must have experience in Drama for Human Development and/or Playwriting. The ability to teach other classes within the department will be an asset. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for receipt of applications is March 15, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

CONCORDIA UNIVERSITY — Design for the Theatre: The Department of Theatre, Faculty of Fine Arts, invites applications for an Assistant/Associate Professor. This will be a limited term appointment for the 1999-2000 academic year. Candidates will be required to teach two to four courses exclusively at the undergraduate level and/or teach on administrative duties. An M.F.A. and/or appropriate professional theatre experience in design for the theatre is required. The ability to teach other classes within the

UNBC opened for full operations in 1994 and currently has more than 3000 students. The core campus is located in Prince George, a city of 75,000 people located in the centre of British Columbia, and there are a number of teaching centres throughout northern B.C. The region is an outdoor enthusiast's paradise: world-class canoeing and kayaking, skiing, fly-fishing and mountain biking are all located minutes from campus. Our College of Arts, Social & Health Sciences invites applications for a term appointment in the History Program.

This is a contractually limited position, with responsibilities to teach a variety of courses in Canadian History. Expertise in an area of European History is an asset. Qualified applicants will possess a Ph.D. in history. This position is for the 1999-2000 academic year but may be renewed subject to further sabbatical/leave replacements being authorized and budgetary approval.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2H 4Z9. Fax: (250) 960-7300. Inquiries may be made to: Dr. Gordon Martin, Chair, History Program at (250) 960-6682 or by email at martin@unbc.ca. Applications received before March 1, 1999 will receive full consideration but applications will be accepted until the position is filled.

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Mount Allison Faculty Walk the Line

By BILL GRAHAM

MOUNT Allison University has seen three strikes in the seven and a half years since Ian Newbould was named president and the praise and adulation heaped on him by Board Chair James Keith can't cover up that dismal record.

The very year after Dr. Newbould was named, contract negotiations broke down and both faculty and librarians hit the bricks. Mount Allison Faculty Association had learned their salaries were well below the average for Canadian universities of similar size.

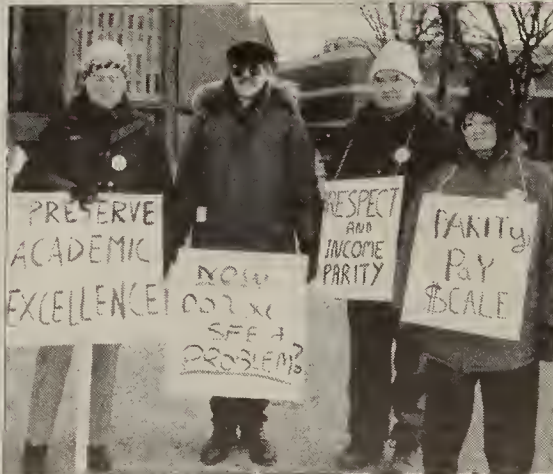
Then, in 1994 the Mount Allison Staff Association went on a prolonged and bitter strike. Dr. Newbould was reappointed president in January 1995. Now, in early 1999, the faculty and librarians are out once again.

Mount Allison is the only university in New Brunswick to have had a strike of its faculty and librarians. What a record of achievement for its administration and board!

At a board meeting on Jan. 22 the Mount Allison board chair defended the record. "Without Dr. Newbould's nationally-recognized leadership," he stated, "Mount Allison would not be where it is today." And where is that? On the streets.

The faculty are seeking to be compensated in a fair and equitable manner. They are defending the quality of the university of the future. The board further stated it "is also very proud of the excellence of Mount Allison's dedicated faculty and librarians, both in teaching and in the services provided to the university community."

Whatever one thinks of rating systems such as Maclean's, it is clear the President and the board chair take great pride in Mount Allison's consistently high rankings, at



or near the very top. But, ask the students why they came to Mount Allison. They will not say that it is because Ian Newbould is President. They will not say it is because Jim Keith is Chair of the Board.

It is because of the excellent teaching faculty and academic programs, and because of the close relationships they have with their teachers and fellow students.

If the rankings are consistently high, why are the salaries consistently low? Mount Allison's reputation for providing excellent undergraduate education cannot last if the university continues to pay substandard wages. On average, sa-

larities at Mount Allison rank seventh out of the nine Maritime universities used for comparison by the administration.

In 1997 CAUT commissioned former CAUT president Fred Wilson to conduct an inquiry into governance at Mount Allison because of the history of poor relationships at the school. Wilson concluded that "Mount Allison has a distinguished record. That record cannot be sustained if the current downward spiral of incivility continues."

Paying substandard salaries is a form of disrespect. For the Board of Regents to support an administration with a labour relations history like that at Mount Allison is to sustain incivility.

Just before the strike, Dr. Newbould refused to allow the faculty association to pay the full costs of its medical, dental, life and disability insurance. This was an attack unprecedented in Canadian universities. It placed faculty members, librarians, and their families at great risk.

CAUT Executive Director Jim Turk wrote to the board chair, saying "the university administration has poured gasoline on the coals of discontent by refusing to allow essential benefits to be continued."

Although CAUT was able to arrange alternative coverage for most benefits, Newbould, in the end, relented. He wrote to MAFA President George DeBenedetti that he had been "determined to do everything possible to avoid what we considered to be a needless strike." Thus, he wanted "to impress on your members the seriousness of strike action." Civility, or incivility?

Faculty members and librarians across Canada stand united in support of their colleagues at Mount Allison. Their need is great. Their cause is just. ■

Grève à l'Université Mount Allison

L'UNIVERSITÉ Mount Allison a vécu trois grèves en sept ans et demie, soit depuis la nomination de Ian Newbould au poste de recteur. Les louanges et l'adulation dont le président du conseil d'administration, James Keith, le comble ne peuvent cacher ce sombre bilan.

Pendant la première année de la nomination de M. Newbould, les négociations contractuelles ont échoué et les professeurs ainsi que les bibliothécaires sont descendus dans la rue. La MAFA avait appris que les salaires de ses membres étaient bien inférieurs aux salaires moyens des collègues travaillant dans des universités de même taille.

En 1994, la Mount Allison Staff Association (MASA) a déclenché la grève, une longue et amère expérience. En janvier 1995, le mandat de M. Newbould a été reconduit. Au début de 1999, les professeurs et les bibliothécaires sont encore une fois sur la ligne de front.

L'université Mount Allison est la seule université du Nouveau-Brunswick dont les professeurs et les bibliothécaires ont été en grève. Quel rendement pour l'administration et le conseil d'administration!

À sa dernière réunion tenue le 22 janvier, le président du conseil d'administration de l'université a défendu ce bilan. «Sans les qualités de chef du recteur Newbould, qui sont reconnues à la grandeur du pays, l'université ne serait pas revenue là où elle est aujourd'hui», a-t-il déclaré. Et où est-elle donc en ce moment? Dans les rues.

Les professeurs revendiquent une rémunération juste et équitable. Ils défendent la qualité de l'université de l'avenir. Par surcroît, le conseil d'administration de l'université a ajouté qu'il était très fier de l'excellence de ses dévoués professeurs et bibliothécaires, tant dans l'enseignement que dans les services offerts à la collectivité universitaire.

Quoi que l'on pense des palmarès de rendement comme celui de Maclean's, il est manifeste que le recteur et le conseil d'administration sont très fiers du classement élevé,

au sommet ou tout près, qu'obtient régulièrement l'université. Demandez toutefois aux étudiants pourquoi ils viennent étudier à l'Université Mount Allison. Ils ne répondront pas qu'ils y sont parce que Ian Newbould en est le recteur ou que Jim Keith est le président du conseil d'administration.

Ils y sont en raison de l'excellence des professeurs et des programmes d'études et en raison des liens étroits qui unissent les professeurs et leurs étudiants.

Si le classement est régulièrement élevé, pourquoi les salaires, alors, sont-ils immanquablement bas? La réputation de l'université qui offre un excellent enseignement au premier cycle ne pourra durer si l'administration continue de verser des salaires en deçà de la norme.

La dernière offre salariale du conseil d'administration placerait le salaire de base des professeurs agrégés au 19^e rang par rapport au groupe de 23 universités du premier

Si le classement est élevé, pourquoi les salaires, alors, sont-ils bas? La réputation de l'université qui offre un excellent enseignement au premier cycle ne pourra durer si l'administration continue de verser des salaires en deçà de la norme.

cycle de Maclean's, en plus de l'UNB. Le salaire de base des professeurs titulaires se classerait au 20^e rang. Seuls les professeurs adjoints en profiteraient quelque peu. Leur salaire de base passerait du 21^e au 10^e rang. En moyenne, les salaires des professeurs de Mount Allison se situent au septième rang sur les neuf universités des Maritimes utilisées par l'administration à des fins de comparaison.

Deux jours avant la grève, la MAFA a modifié sa position pour tenter de poursuivre les négociations. L'administration n'a cependant fait aucune contre-offre et a refusé l'offre de la MAFA de régler le différend en arbitrage exécutoire, que les étudiants appuyaient pourtant.

En 1997, l'ACPPU a chargé un de ses ex-présidents, Fred Wilson, de mener une enquête sur la direction à l'Université Mount Allison en raison de ses mauvaises relations de travail. M. Wilson a conclu que l'université était d'un calibre remarquable qui ne pourrait être maintenu si le climat d'incivilité actuel continuait d'empirer.

Le versement de salaires inférieurs à la moyenne est une forme d'irrespect. Le conseil d'administration, en appuyant une administration réputée pour ses mauvaises relations de travail, comme à l'université Mount Allison, maintient l'incivilité.

Tout juste avant la grève, M. Newbould n'a pas voulu permettre à l'association des professeurs de payer le montant total de l'assurance pour soins médicaux et pour soins dentaires, de l'assurance-vie et de l'assurance-invalidité. Il s'agissait-là d'une attaque sans précédent dans l'histoire des universités canadiennes. Cette décision a mis en péril les professeurs, les bibliothécaires et leur famille.

Dans une lettre qu'il a envoyée au président du conseil d'administration, le directeur général de l'ACPPU, Jim Turk, a déclaré que l'administration jetait de l'huile sur le feu et alimentait ainsi le mécontentement en refusant de permettre le maintien d'avantages essentiels.

Bien que l'ACPPU ait réussi à offrir une protection de rechange pour presque tous les avantages sociaux, Newbould, en fin de compte, est revenu sur sa décision. Il a envoyé une lettre au président de la MAFA, George DeBenedetti, dans laquelle il a dit qu'il était résolu à faire tout en son pouvoir pour éviter ce qu'il considérait comme une grève inutile. Il voulait faire comprendre aux membres le sérieux de la grève. Civilité ou incivilité?

Les professeurs et les bibliothécaires de tout le Canada soutiennent ensemble leurs collègues de l'Université Mount Allison. Leurs besoins sont grands. Leur cause est juste. ■

Traduit de l'article «Mount Allison Faculty Walk the Line».

Report of the AFT & COMMITTEE

Dr. *into the matter of* Kin-Yip Chun

The CAUT Academic Freedom and Tenure Committee (the Committee) investigated the treatment of Dr. Kin-Yip Chun by the University of Toronto (the University). Dr. Chun is an internationally renowned seismologist, whose work has been critical in developing the technology that enables compliance with a Comprehensive Nuclear Test Ban Treaty to be verified.

Two members of the Committee visited the University on June 19 and 29, 1995 and interviewed fourteen persons in connection with the matter. The investigation focused on the following question:

Was Dr. Chun treated unfairly in the course of events leading to his termination of employment with the University?

For reasons provided in this Report, it is the Committee's opinion that Dr. Chun's treatment was not consistent with the principles of fairness.

The Committee emphasizes that it made no investigation of, nor has any opinion on, the respective substantive merits of the candidacy of Dr. Chun and any other applicant in the various competitions referred to herein. It would be entirely inappropriate for the Committee to do so. ►

Nevertheless, it is appropriate for the Committee to investigate and report on whether Dr. Chun has been subject to unfair treatment. The Committee has confined its enquiry to such matters.

In addition to the evidence gathered in its own investigation, the Committee has taken account of the findings of Dr. Cecil Yip, Dean of Medicine at the University of Toronto, in his Report (the Yip Report), commissioned by the University Provost, and submitted to him on October 17, 1994. The Committee believes that Dr. Yip was a credible finder of fact and that his Report, with the exception of its failure to address the issue of possible systemic or unintentional discrimination, was carefully and thoroughly researched.

Our report is in five sections in addition to this introduction. The first presents a largely chronological summary of the relevant evidence. The second section reviews the issue of Research Associates at the University. The third contains our conclusions and rationale. The fourth section deals with Dr. Chun's allegations of racism. The fifth provides our recommendations in respect of Dr. Chun's case.

I. The Evidence — A Summary

DR. Chun received a B.A.Sc. in Engineering Science from the University of Toronto in 1973, an M.A. in Solid Earth Geophysics from Columbia University in 1975 and a Ph.D. from the University of California at Berkeley in 1983. From 1983 to 1984, he was a post-doctoral fellow at Berkeley.

Dr. Chun joined the Department of Physics (the Department) at the University of Toronto in 1985, as a seismology Research Associate, researching aspects of nuclear test ban verification.

Research Associate appointments are "soft-money" positions which usually entail only research duties. A Research Associate is normally not allowed to act as principal investigator with respect to research grants but works under the supervision of a regular faculty member. An exception to these rules, Dr. Chun worked largely independently of supervision from the outset of his appointment. He drafted the grant proposals that resulted in funding for his research and was acknowledged as the leader of the program on nuclear test ban verification. He was also a researcher in earthquake seismology. In subsequent grant renewal applications, Dr. Chun was identified as a "co-investigator". Dr. Chun even had his own Research Associates. Between 1985 and 1992, Dr. Chun secured approximately \$1,390,000 in research grant funding and developed a strong publication record.

Following his arrival in 1985, Dr. Chun taught upper-level courses and his teaching performance was rated as above average by Department of Physics students. In 1989, Dr. Chun was appointed Assistant Professor, Status Only, and was thereby able to act officially as principal investigator. That year, Dr. Chun was appointed Associate Graduate Faculty Member, which enabled him to supervise graduate students. In 1990, he was made a Full Graduate Faculty member.

First Tenure Track Position Competition

In 1987, a tenure-track position for a seismologist in the Department was advertised. Dr. Chun applied and was short-listed along with two other candidates. Based on his own assessment of himself and the other candidates, Dr. Chun expected to be appointed and turned down the offer of a tenure-track position at the University of Manitoba.

The Department did not complete the competition. During the appointment process a prominent seismologist, whose departure from the Department had created the opening, indicated that he wished to return to the University. The Department sought, and obtained, approval to re-appoint this individual, a decision approved by the Dean. Dr. Chun was not informed of such matters during the appointment process and learned of the re-appointment only after the fact, in August 1987. Dr. Yip in his Report found that the Department should have given formal notification of the termination of the search to Dr. Chun. Dr. Yip stated "It is clear to me that Dr. Chun in good faith believed that the search process was continuing and that he had a good chance of winning the competition."

Second Tenure Track Position Competition & its Aftermath

In 1988, Dr. Chun applied for a position in the geophysics division of the Department of Geology. While short-listed, Dr. Chun was not offered the position. The Yip Report concluded that the successful candidate was selected for his broader scope in geophysics and for the perceived flair of his teaching, based on his very good seminar presentation.

Because his applications in two competitions for tenure-track positions had not resulted in the offer of a tenure track appointment, in mid-1991 Dr. Chun visited each faculty member of the Department to discuss the options and prospects for his more secure employment at the University. In his Report, Dr. Yip characterized these actions as "a process to promote Dr. Chun's candidacy for a tenure-stream position by visiting a number of senior faculty members in the Department." This process included a visit to the Dean of Arts and Science, Dr. Marsha Chandler, in which Dr. Chun sought assurance that any future competitions for geophysics positions would be fair. Dr. Chun saw this as important in facilitating multi-year planning of his large research projects.

The Committee learned that, in 1990, a non-tenure stream member of the Department negotiated a conversion of his status-only position into a tenure-track one, without there being a competition for the position. Dr. Chun saw this case as a potentially helpful precedent for him.

Third Tenure Track Position Competition

In November 1991, the Department initiated a competition to fill a geophysicist position. The advertisement of the position invited applications from candidates whose interests complemented those of the Geophysics Group, which interests were listed as including seismology. Notwithstanding his status-only appointment within the Department, Dr. Chun was not informed of the opening until it was posted, whereupon he applied.

The short list was determined by the Search Committee on February 12, 1992. According to the Administration, the Search Committee had visible minority members. According to Dr. Chun, of the seven short-listed candidates, four were seismologists. Three, including the successful candidate, were in the planetary physics category. Each candidate was required to give a seminar. On February 21, Dr. Chun was informed by the Chair of the selection committee that he had been scheduled to give his talk first among the candidates, on February 25. This gave Dr. Chun 1.5 working days to prepare, in contrast to all other candidates who were given between six working days and three weeks of preparation time. Members of the Search Committee, of the Geophysics Group, and of Atmo-

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spheric Physics were informed of the schedule by memorandum dated February 24.

On February 21, Dr. Chun again visited Dean Marsha Chandler to express his concern that the search process be fair. Dr. Chun was apparently agitated and, on impulse, told Dean Chandler that, "if the competition is not going to be fair, then I would rather be dead." This appears to have been interpreted by the Dean as a threat to commit suicide if the competition was not fair. The Yip Report makes mention of other people being informed of these remarks and notes "This could have adversely affected the assessment of Dr. Chun in the competition." Dr. Chun indicated to the Committee that he recognized his impulsive remarks were ill-advised but not a threat of suicide.

Dr. Chun made his seminar presentation as scheduled on February 25. His presentation was found by the search committee to have been ill-prepared, poorly organized, and too focused upon emphasizing his own achievements rather than making his research interesting and stimulating to a general audience. Dr. Chun maintains that he had insufficient time to prepare and that his presentation suffered significantly as a result. The University has suggested that Dr. Chun was offered an extension of time but Dr. Chun denies this.

In mid-March 1992, the Chair of the search committee organized a meeting of graduate students to discuss the relative merits of the candidates. This was the first time that such a meeting in regard to a faculty search had been called in the Department. The Yip Report states that "it is evident that the meeting had been ill thought out to begin with: participants had not been provided with the needed, and relevant, information on the candidates, had not been informed of the criteria to be used to judge the candidates, and had not been informed of what specific questions they should consider."

According to a graduate student who attended the meeting, discussion was led by members of the search committee in attendance and focused on Dr. Chun and another candidate. The student gained the impression that Dr. Chun was not the preferred candidate of the search committee.

The result of the competition, in which Dr. Chun was again unsuccessful, was announced on April 6, 1992. According to the Yip Report, the search committee's decision rested on the following factors:

(a) the committee opted for "potential" rather than demonstrated research achievements;

(b) the committee judged from the seminar presentations that the successful candidate would make a better teacher than Dr. Chun;

(c) the committee "had a mixed view on the ability of Dr. Chun to interact with others, including students, in the Geophysics Group"; and

(d) the committee considered that Dr. Chun had become "too self-focused" in his work and unable to put his research in a general perspective in physics.

With respect to ground (a) the Yip Report states "It would also be naive of me to disregard the possibility that the decision to go for the potential, rather than demonstrated, research achievements might have been designed to keep Dr. Chun out of the competition." As to ground (b), the Yip Report noted that Dr. Chun's teaching performance had been rated average to above average by Department students. This is also relevant to part of ground (c), and Dr. Chun states that no students were inter-

viewed by the Search Committee to obtain evidence of the quality of his interaction with students. With respect to ground (d), Dr. Chun states that he has heard on more than one occasion such allegations made about Chinese scholars, an allegation that he considers plays upon negative ethnic stereotyping.

Finally, after the completion of the third competition, Dr. Chun said that he was visited by a senior member of the Department and was told that his academic career at the University was going nowhere. Dr. Chun alleges he was told "you should swallow your pride, accept your fate, and take things in stride."

Fourth Tenure Track Position Competition

In April 1992, a Geophysics position at the University's Erindale campus was posted. Dr. Chun applied but was not short-listed.

Termination of Dr. Chun's Appointment

Shortly after the completion of the 1992 competitions, the University commenced steps to terminate Dr. Chun's appointment upon December 31, 1994, the expiry date of his research contract with the Federal Government. The following description of relevant events is excerpted from the Yip Report.

"Dr. Chun maintained that, some time in June 1992, Professor Derek York, Chair of the Department, asked him to agree to be terminated by December 31, 1994, and not to seek renewal of his SGS appointment, which would end in June 30, 1993, otherwise he would not sign the renewal of Dr. Chun's research grant from the Department of External Affairs, due to end after June 1992. In such case, Dr. Chun would be terminated immediately. Dr. Chun alleged that Professor York gave him three hours to decide and came back afterward to ask for his response. This allegation was hotly denied by Professor York.

"On November 12, 1992, Professor York wrote to Dr. Chun offering him a 27-month contract position as a Research Associate with salary funded from Dr. Chun's research contract from the Department of External Affairs. The contract was to end on December 31, 1994 to coincide with the ending date of the research project. In addition, Professor York indicated his willingness to extend Dr. Chun's status-only appointment for the same period of the contract. The letter stated that the Department and the University would be unable to approve any new contract applications that would imply research after December 31, 1994. The deadline for Dr. Chun to respond, by signing, on the letter, was November 18, 1992.

"On November 26, Professor York contacted Dr. Chun for a response and was told that he had been advised not to sign. The same letter was re-issued to Dr. Chun on December 22, 1992 with a new deadline of December 31, 1992. Dr. Chun has thus far not signed the letter. According to Professor York, since Dr. Chun refused to sign, his status-only appointment was not extended."

The Committee requested to meet with Dr. York, but such a meeting did not take place. Notwithstanding Dr. Chun's refusal to sign the appointment extension and termination agreement proposed by Professor York, the University did extend his appointment as a Research Associate to December 31, 1994 and terminated it on that date. This termination date was known to those working in the Department and, not

surprisingly, most of Dr. Chun's research staff left his laboratory in the year leading up to his termination.

On May 20, 1994, Dr. Chun met with the Chair of the Department and two lawyers for the University in a mediation process chaired by Dr. Bernard Adell. The mediation produced no resolution.

In the months leading up to the expiry of Dr. Chun's appointment, the University commissioned Dr. Cecil Yip's Report into Dr. Chun's allegations of racial discrimination. Dr. Yip found no evidence of intentional, or direct, discrimination but concluded that Dr. Chun had been unfairly treated and exploited. Upon release of the Yip Report to Dr. Chun, the University made him a written offer with three options, essentially as follows:

(a) acceptance of one year's salary as severance payment;

(b) to have the issue of monetary compensation in respect of his treatment by the University (excluding any allegations of discrimination) determined by an arbitrator; and

(c) an appointment as Research Associate and a Status-Only Assistant Professor, provided that Dr. Chun undergo a psychiatric assessment and any treatment prescribed to ensure his fitness to work, and provided that his salary be fully funded by grants to be secured by Dr. Chun within six months of his return to work. In the event that Dr. Chun was unable to secure such funding, his appointment would be terminated with a severance payment of \$32,000.

Dr. Chun rejected these options on the grounds that he should be allowed to continue his work with a real measure of security and, in particular, without being subject to the short, and in his view unrealistic, six-month funding deadline. In addition, Dr. Chun argues that accepting the University's offer would have done nothing to change the situation that Dr. Yip had characterized as "exploitive."

On November 10, 1994, the University Provost, Dr. Adel Sedra, wrote to Dr. Chun, informing him that his contract would be terminated effective December 31, 1994, and that he must vacate his laboratory by the end of the day (November 10). At the end of the day, Dr. Chun was escorted from the campus by a plain-clothes police officer.

On December 16, 1994, the University's lawyer, John Murray, wrote to Dr. Chun's lawyer, Raj Anand, to provide him with the University's reasons for terminating Dr. Chun's appointment. The key allegation in the letter is that, in the period leading up to the renewal of Dr. Chun's last contract, in November 1992, his behaviour was "unusual and disconcerting." The letter interpreted Dr. Chun's actions at that time as including suicide threats, lobbying senior faculty for a tenure track position, and exhibiting hostility to other faculty. The letter also takes the position that, having competed for tenure-track positions three times without success, and having exceeded the usual responsibilities of a Research Associate, Dr. Chun should continue his career elsewhere.

Finally, the letter includes unparticularized allegations that Dr. Chun mismanaged a research contract. Two administrators, Drs. Gooch and DeWees, maintain that, during the last few months of Dr. Chun's contract at the University, his project fell into disarray, causing the University considerable embarrassment and costing it much time and effort. Dr. Chun counters that his research project fell apart because his staff began to seek and obtain employment elsewhere, in the face of the impending closure

of his research program. Thus, toward the end of his contract, Dr. Chun was simply unable to complete the work that he and his team had undertaken. For this reason, Dr. Chun stopped cashing his pay cheques, which were payable from his research grants.

Subsequent Offer August 2, 1995

On August 2, 1995, Dr. Sedra wrote to Dr. Chun to make a new settlement offer. The offer would have essentially provided Dr. Chun with:

(a) a Research Associate appointment and a Status-Only appointment at the Assistant Professor level;

(b) a University salary until June 30, 1996, at which point Dr. Chun would have been required to fund his own salary through grant money;

(c) a guarantee of continued employment until June 30, 1997, subject to Dr. Chun's obtaining research grants to fund his salary; and

(d) the possibility of contract renewal beyond June 30, 1997, at the discretion of the University.

The major condition to this offer was that Dr. Chun release the University from all existing claims at that time, including his claim to the Ontario Human Rights Commission. Since the August 2, 1995 offer, settlement negotiations between the parties have continued on an intermittent basis. These negotiations, the contents of which are confidential, have not been successful at resolving the parties' differences.

II.

Research Associates at the University of Toronto

THERE are approximately 200 Research Associates at the University with qualifications ranging from Bachelors to Ph.D. degrees. Many have been on the job 10 to 15 years. One individual has 30 years service and a Ph.D. There is as much diversity in what Research Associates are required to do and how independent they are expected to be as there is in their qualifications. There is also a wide variation in the salaries paid within the group. All are alike in not being considered part of the teaching professorate. While some do teach, as was the case with Dr. Chun, Research Associates are normally focused on research, rather than teaching. Their salaries come primarily from grant money, although they cannot apply for grants as Principal Investigators (with the notable exception of Dr. Chun).

The Committee's original assumption was that Dr. Chun's position was representative of that of Research Associates, in general, and that any unfairness experienced by him would be similar to that experienced by the Research Associates group as a rule. Nevertheless, neither Dr. Chun nor the Research Associates are interested in drawing parallels between Dr. Chun's case and the general experience of Research Associates. Dr. Chun's lack of interest is due to the fact that much of his case rests on the similarity between his working conditions and those of professors and the differences between his situation and that of the typical Research Associate. For their part, we were told that Research Associates at the University in most cases want to do research rather than join the professorate. Typically, Research Associates want greater status and reward attached to their position as Research Associates and do not see themselves as "professors-in-waiting."

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We are informed that it is relatively unusual for Research Associates to apply for tenure-track positions. In contrast, Dr. Chun wanted to become a member of faculty, as evidenced by his undertaking of teaching and research responsibilities rarely, if ever, performed by a Research Associate and by his short listing for three tenure-track competitions in the Department. It was this anomaly that led Dr. Yip, in his report, to assert that Dr. Chun had been "exploited."

III.

Conclusions on the Available Evidence

IT is the Committee's opinion that Dr. Chun was unfairly treated by the University. In particular, Dr. Chun was:

- (i) exploited and treated unfairly in his contractual relations with the University;
- (ii) subject to unfair procedures during at least two of the competitions for tenure-track positions in his Department; and
- (iii) if one of the University's reasons for not renewing his contract is to be believed (that Dr. Chun exceeded the normal role of a research associate) he was, in effect, penalized for his good performance.

Over the course of his career at the University, Dr. Chun has assumed most, if not all, the responsibilities of a full faculty member. From 1989, Dr. Chun supervised graduate students and from 1990, taught upper-level courses. His student teaching evaluations ranged from average to above average. From 1985 to 1994, Dr. Chun led what no one disputes was a very productive research career. The University has benefited greatly from the services of one who was, for all intents and purposes, a faculty member for nine years, without accord him the security and professional recognition of a tenure-track position. This amounts to an end run around a basic condition of academic employment.

Moreover, the lack of employment security has had significant concrete implications for Dr. Chun, both in the manner in which he was treated procedurally, and in his substantive rights to a continuing career at the University. Had Dr. Chun been in a tenure-track position, he would have benefited from procedures wherein a full examination of the reasons for his termination would have been carried out. The necessity for an impartial determination of the import of Dr. Chun's remarks and the weight to be attached to them as grounds for his dismissal is illustrated by Dr. Yip's conclusion in his Report that "there has been an over-reaction to these verbal threats and [that] had there not been an over-reaction, the Department might have found ways to continue his appointment."

Similarly, the University's allegation that Dr. Chun mismanaged a research contract (an allegation Dr. Chun strongly denies) has also never been tested through impartial procedures. Yet, this allegation served as a basis for not renewing Dr. Chun's contract with the University.

Dr. Chun's precarious contractual position also denied him the protection of just cause doctrines in the event of termination of employment. Even if the University's allegations had been fairly tested and found to have some merit, they still may not have constituted just cause for dismissal under the ordinary rules of tenure-track employment.

Simply put, the University's conduct in the termination of Dr. Chun's contract fell significantly below the minimum standard

of fairness appropriate to an employee who, for all intents and purposes, was an established, productive member of faculty at the University.

Finally on Dr. Chun's dismissal, the Committee must take note of the humiliation to which Dr. Chun was subjected in November 1994 when, at the University's behest, he was escorted from his laboratory by a plain-clothes police officer and banned from the campus. This incident occurred more than a month before the date of termination of Dr. Chun's contract specified in the Provost's letter of November 10. If the University Administration believed that Dr. Chun was a danger to himself it would have been obliged to do more than remove him from campus. It would have been obliged to inform some off-campus authority and, from a compassionate viewpoint, search for a solution other than terminating his contract and ejecting him from campus. It did not. Therefore, the Committee finds no justification for subjecting Dr. Chun to such humiliation and embarrassment.

In our meeting with them, two administrators of the University took issue with the Yip Report's finding that Dr. Chun had been exploited. They argued that Dr. Chun had been accorded more consideration than the law required. In particular, the administrators pointed out that Dr. Chun's contract had been extended in 1992 when it need not have been, allowing him some 27 months to get his life in order before leaving the University. They observed, too, that in Dr. Chun's case, the University had waived its usual requirement of a contribution to overhead from his grant money.

These arguments are not persuasive. First, President Prichard has said that the Provost accepted Dr. Yip's finding that Dr. Chun was exploited (report #82 of Academic Board, September 4, 1997). Second, the University had a clear interest in not compelling Dr. Chun to abandon his research in mid-stream (which may have soured the relationship between the University and granting agencies). Moreover, the University's argument relies upon a narrow contractual perception of fairness which entirely begs the question of whether Dr. Chun was exploited. On that question, the Committee does not consider that the University has answered the concerns outlined above. Finally, while the waiver of overhead fees was a concession, it is not of sufficient significance to outweigh the larger concerns of fairness raised in this case.

It is the Committee's view that cancellation of the 1987 competition in mid-stream in order to make a re-appointment without competition, denied Dr. Chun fair consideration for the position, consideration to which he was entitled.

With respect to the 1992 competition, it is the Committee's view that Dr. Chun was not provided with sufficient time to prepare his presentation. In his Report, Dr. Yip stated "there is no doubt in my mind that had Dr. Chun been given more time, his visual presentation media would have been much better." In the Committee's view, the provision of sufficient time to organize his presentation was also of great importance to Dr. Chun to instill in him a sense of confidence in the fairness of the selection process, a concern that he had voiced to Dean Chandler on the day that he was informed of the date of his seminar presentation. It is the Committee's opinion that, particularly in light of the short preparation time accorded Dr. Chun, it was unfair of the 1992 selection committee to rely on its judgement of his presentation, at the expense of his estab-

lished record as a teacher and graduate supervisor.

Particularly in light of the short preparation time accorded Dr. Chun, the apparent reliance of the 1992 selection committee on the quality of his presentation to the exclusion of his teaching accomplishments at the University was unfair.

Finally, to the extent that the university maintains that Dr. Chun's having exceeded the normal role of a Research Associate was a ground for the termination of his employment, the University appears to have penalized Dr. Chun for good performance and initiative. Having recognized Dr. Chun's superior performance and the substantial sums of funding that he attracted, it was presumably open to the University to convert Dr. Chun's status-only appointment to a tenure-track one, in the manner accomplished in 1990, in the case of another status-only appointment. That was not done.

IV.

Allegations of Racism

IN addition to alleging that he has not been treated fairly, in the broad sense of the word, by the University, Dr. Chun has also made the particular charge that racial and ethnic discrimination lie at the core of the difficulties he has faced.

The evidence available to the Committee was insufficient for it to determine whether or not Dr. Chun was a victim of racial discrimination. Two factors influenced the Committee in this area. First, as Dr. Chun had already lodged a discrimination complaint with the Ontario Human Rights Commission, the members of the Physics Department (the Department) against whom Dr. Chun directed his allegations declined to meet with the Committee's investigating team. These Department members stated that all communications with our investigators should be handled through the Vice-Provost's office. Accordingly, the Committee did not have access to important evidence on the matter of Dr. Chun's allegation of racial discrimination.

Second, the Committee considers that the expertise and broad investigatory powers of the Ontario Human Rights Commission render it, or a Board of Inquiry established under the Ontario Human Rights Act, the appropriate bodies for determining the issue of racial discrimination, in the absence of any voluntary settlement between the University and Dr. Chun.

Notwithstanding these factors, the Committee was presented with evidence on discrimination. Given the importance of this issue in Dr. Chun's case, the Committee believes some comment in this area is warranted. While it is unfortunate that the Department was not able to produce evidence to the Committee on this point, this fact was insufficient to persuade the Committee to simply ignore the discrimination aspects of Dr. Chun's allegations.

Evidence

Canadian law recognizes three forms of discrimination. Direct discrimination encompasses intentional acts and is evidenced by behaviour such as racial slurs. Adverse effect discrimination occurs when ostensibly neutral rules have an unintended discriminatory impact (for example, compulsory work attendance on a Sabbath). Systemic discrimination arises from the unintentional and even unconscious operation of long established practices and procedures that tend to exclude or discriminate against certain groups within society.

The Committee found no evidence of direct discrimination in this case. However, the Committee was presented with evidence of systemic discrimination. Systemic discrimination cases are complex and difficult to prove. Statistical evidence establishing the under-representation of a designated group within a workplace and anecdotal evidence of the experience of members of the group within the workplace have been accepted by human rights tribunals as indicative of this type of discrimination (*Blake v. Ontario (Minister of Correctional Services)* (1984), 5 C.H.R.R. D/2417 and *Chapdelaine v. Air Canada* (1987), 9 C.H.R.R. D/4449; *var* 15 C.H.R.R. D/22). In Dr. Chun's case, the Committee considers that the following material falls within the category of evidence necessary to establish a *prima facie* case of systemic discrimination on grounds of race or ethnic origin:

(i) The ethnic and gender composition of the Department – At the time of the Committee's investigation of Dr. Chun's complaint, the ethnic and gender composition of faculty in the Departments of Physics and Geology was overwhelmingly white and male. According to Dr. Chun, of the approximately 80 faculty members in the two departments, four were non-white and the Geophysics Group within the Physics Department has never included a non-white tenure-track member of faculty. At the time of the Committee's investigation, there were also no women among the approximately 50 faculty members of the Physics Department.

(ii) The computer virus – During the search process of the third competition, in December 1991, a faculty member in the Physics Department distributed a notice to all faculty and students in the Department that a computer in the physics laboratories had been infected with a virus brought to Canada from China. This action appears to have greatly upset a visiting Chinese scholar, who may have been held by many as responsible for the introduction of the virus. According to Dr. Chun, floppy disks had been forcibly seized from the visiting scholar and virus-checked. In his Report, Dr. Yip commented on this incident by stating that "a bit more sensitivity to racial overtones would have gone a long way."

(iii) Conduct during the competitions – During the third competition for a tenure track position the provision of only 1.5 working days to Dr. Chun to prepare his seminar presentation presents, at the very least, an appearance of unfairness. Further, as Dr. Yip noted in his Report, the decision to choose potential, rather than demonstrated research achievements, is an unusual rationale for a hiring decision.

(iv) Collegiality – Two of Dr. Chun's Departmental colleagues indicated that they considered Dr. Chun had been treated less than collegially, and that language and cultural barriers may have played a role in this.

The Yip Report & Systemic Discrimination

The Yip Report concluded that there was no evidence of racial discrimination against Dr. Chun. In his interview with the Committee's investigators, Dr. Yip indicated that his view of racial bias or discrimination was limited to overt, intentional acts. In his inquiry, Dr. Yip did not address the issue of possible systemic or indirect discrimination, also prohibited by the Ontario Human Rights Code. Systemic discrimination was described by the Supreme Court of Canada (*Action travail des Femmes de Quebec v. Canadian National Railway Co.*, 8 C.H.R.R. D/4210, at D/4227) as:

"... discrimination that results from the simple operation of established procedures of recruitment, hiring and promotion, none of which is necessarily designed to promote discrimination. The discrimination is then reinforced by the very exclusion of the disadvantaged group because the exclusion fosters the belief, both within and outside the group, that the exclusion is the result of 'natural forces'..."

Dr. Yip appears to have considered, in isolation, each event in the sequence of Dr. Chun's case, not taking into account the significance the entire context and pattern of events or the relationship of that pattern to such systemic factors as the ethnic and gender composition of the Department over time. Accordingly, Dr. Yip was not in a position to determine the existence or not of systemic discrimination on grounds of race or ethnicity.

The Committee's experience indicates that discrimination in universities is generally not overt, but typically subtle and unintentional and revealed only in complex systems and patterns of behaviour which become evident over time. In light of the self-confessed limitation of Dr. Yip's Report to the matter of overt discrimination, the Committee does not consider that the Yip Report terminates consideration of Dr. Chun's allegation of racial or ethnic discrimination.

While human rights law in Canada requires a complainant to prove his or her case on a balance of probabilities, the complainant is typically required to establish only a *prima facie* case of overt or systemic discrimination on a prohibited ground. A *prima facie* case is established when the complainant is able to produce sufficient evidence in support of his or her allegation that, if unchallenged, will prove his or her case. Thereupon the onus lies on the respondent to provide a persuasive non-discriminatory explanation or justification of its alleged discriminatory conduct. In Dr. Chun's case a number of factors appear to go some way toward establishing a *prima facie* case of systemic racial or ethnic discrimination. For example, the various rationales offered by the University for not appointing Dr. Chun to a tenure-track position are at variance with Dr. Chun's impressive research track record and credentials and his satisfactory teaching record in the Department. The ethnic and gender composition of the Department and the incident of cultural insensitivity outlined above are all factors that would be relied upon to establish a *prima facie* case of systemic discrimination against Dr. Chun.

On the basis of the foregoing evidence, it would be possible to construct an interpretation of Dr. Chun's treatment as one in which his Department colleagues made little effort to overcome cultural and language barriers, thus depriving Dr. Chun of the significant benefits of collegial support. Systemic discrimination might also have arisen from subtle stereotyping which led to the undervaluing of Dr. Chun's achievements as a researcher and strengths as a colleague in comparison to those of his white male competitors. Such stereotyping might also explain the failure of the University to recognize Dr. Chun's worth by converting his status-only appointment to a tenure-track one, in the manner done for a white male in 1990. Cultural stereotyping in an almost exclusively white-male Department might also have led to the formation of unduly negative opinions about Dr. Chun after his ill-advised statements in 1992, opinions apparently formed without any effort to speak to Dr. Chun directly.

In fact, two of his Departmental colleagues indicated to our investigators that they considered Dr. Chun had been treated less than collegially, and that language and cultural barriers may have played a role in this.

The Committee recognizes, as Dr. Yip noted, each decision to deny Dr. Chun a tenure-track position was ostensibly based upon a plausible academic rationale. Having not had the opportunity to interview the various key players in the selection processes, the Committee cannot judge the extent to which the Department's decision making was potentially biased by racial or ethnic factors. To make such a determination it would be necessary to look at the specific factors relied upon by the key decision makers, such as members of Departmental committees, in making their judgements about Dr. Chun as a colleague and an academic. It would also be necessary to examine in some detail whether systemic factors existed that might have caused unintended racial or ethnic discrimination. Such a complex matter was beyond the scope of both the Committee's and Dr. Yip's investigations and is appropriately being dealt with by the Ontario Human Rights Commission. Nevertheless, as noted above, some evidence exists that would support the establishment of a *prima facie* case of systemic racial discrimination.

V. Recommendations

THE University put a proposal on the table offering Dr. Chun the position of Senior Research Associate, a position created in negotiations between the Research Associates and the University administration. The offer was coupled with a limited-time offer of salary from the University while Dr. Chun worked up grant proposals and awaited their adjudication. Such solution was unacceptable to Dr. Chun who contends that, since he was unfairly treated in competitions for a tenure-track position, he should be given a tenure-track position with the opportunity for reduced time for consideration for tenure.

It is the Committee's recommendation that Dr. Chun should be provided with:

- (a) an opportunity to return to work at the University with genuine job security on a continuing basis at a rank and salary commensurate with his actual experience; and
- (b) a fair chance to compete for any position in seismology at the University which may occur in the future.

Given the complexity and variety of the possible arrangements available to achieve such goals, a negotiated settlement between the University and Dr. Chun would likely be the optimal solution.

However, the parties are far apart. Dr. Chun's complaint of racial discrimination remains unresolved, and is in the hands of the Ontario Human Rights Commission. In the event that a negotiated solution is not possible, the Committee recommends that the parties submit the matter to binding arbitration. Such arbitration should include in its range of remedies the possibility of awarding Dr. Chun a tenure-track position in the Department of Physics. That remedy would depend upon the arbitrator's finding from the evidence before him or her that Dr. Chun has the academic credentials to merit such position and that he was treated with significant unfairness over the course of the tenure-track competitions for which he was a candidate. ■

Responses to the AF&T Report

PRIOR to any publication, the Executive writes to the principally interested persons and invites them to supply a commentary to be published alongside the report.* Included below are responses to the AF&T Report supplied by Dr. Chun and the University of Toronto.

Kin-Yip Chun

It is gratifying to see my concerns finally brought to light by an independent investigation. As principal investigator and full member of the graduate faculty, I led the earthquake seismology program at the University of Toronto, supervised my own research associates and post-doctoral fellows, won \$1.4 million in grants, and published 23 refereed papers. From the outset, I taught and supervised graduate and undergraduate students. My 1991 speech at the United Nations Conference on Disarmament was prominently featured in the Leading Edge section of the University of Toronto Magazine, an honour recognizing a handful of professors for their cutting-edge research. For nearly a decade, the university reinforced my role as a professor and actively raised my expectations but never provided a university-funded salary.

The CAUT concludes that "the university has benefitted greatly from the services of one who was, for all intents and purposes, a faculty member for nine years, without the administration according him the security and professional recognition of a tenure-track position" and that I was "exploited and treated unfairly." The CAUT judges this to be "an end run around a basic condition of academic employment" thus raising serious concerns over the sidestepping of academic appointment procedures and the undermining of the tenure system.

While the report does not investigate systemic racism, it could not help citing evidence of such at the university, whose limited internal investigation "did not address the issue of possible systemic or indirect discrimination." The physics department has fewer minority professors than it had 20 years ago. Its geophysics division has never appointed a visible minority person or woman to a tenure-track position in its 158-year history. The "unusual rationale for a hiring decision" (opting for potential instead of demonstrated ability), my being repeatedly "subject to unfair procedures" during tenure-track competitions, and acts that "penalized Dr. Chun for good performance and initiative" must be considered in this context.

The report observes that "the various rationales offered by the university for not appointing Dr. Chun to a tenure-track position are at variance with Dr. Chun's impressive research track record." Additionally, "Having recognized Dr. Chun's superior performance and the substantial sums of funding that he attracted, it was presumably possible to convert Dr. Chun's status-only appointment to a tenure-track one" as was "done for a white male in 1990."

These have been 14 difficult years of emotional and financial hardships for my children and me. For over four years, the university has made no effort to negotiate a settlement that would allow me to resume my duties without returning to a situation it already concedes is exploitative. I invite people to look over the documentation

(www.utoronto.ca/arc/chun) and judge for themselves. I urge the university to negotiate immediately, in good faith, my return based on an equitable resolution and to accept the CAUT's recommendation "that Dr. Chun should be provided with an opportunity to return to work at the university with genuine job security on a continuing basis at a rank and salary commensurate with his actual experience."

University of Toronto

The CAUT Report on Dr. Chun is deeply flawed and its recommendations are either unnecessary or offensive to academic values. The Report is based in part upon evidence from the investigation conducted for the University of Toronto by Dr. Cecil Yip. The University has accepted Dr. Yip's conclusion that he found no evidence of discrimination on racial grounds; he did find some irregularities and ambiguities in Dr. Chun's appointment as a research associate, and the University has in consequence offered appropriate remedy. However, the University does not accept the results of whatever inquiry CAUT carried out on its own behalf in 1995. CAUT should not rely upon a process that did not examine all the relevant documentation. CAUT should have taken into account additional material in the public domain since 1995. In particular, the Report's premise of differences between Research Associates at U of T and Dr. Chun's professorial-like activities rests is ill-informed and mistaken on the facts. These flaws appear to arise from a prejudgment about this case, and the result is a report that is partial in both senses. The University's position has been fully documented with the Ontario Human Rights Commission.

The University protests the Report's speculations on systemic racism among colleagues, which damn by faint suspicion rather than due process. CAUT should know better.

The two recommendations of this CAUT Report, first made in 1995, are unsurprising. Indeed, the University has offered Dr. Chun a settlement consistent with the conclusions of the Yip Report, and has an outstanding offer, consistent with the CAUT recommendations, before the Ontario Human Rights Commission. The University continues to propose a mediated settlement. Dr. Chun has persistently refused all offers.

However, contrary to the Report's final suggestion, the University of Toronto will not award a tenure stream position as the result of arbitration, but only by peer adjudication through normal search processes. Indeed, the President of the University of Toronto Faculty Association, Professor Bill Graham (who also serves as President of CAUT), is on public record as referring, in Dr. Chun's case, to "the CAUT policy on appointments according to which tenure track positions should only be awarded on the basis of sound academic grounds and must involve full and open searches." That is the University's position. ■

* Source: CAUT Information Service (Reference 13.1) - Policy Statement on CAUT Committees of Inquiry and Investigating Committees. Approved by Council, May 1984; revised May 1990; revised and renamed by AF&T March 1997, approved by Council May 1997.